

MINUTES OF THE PATERSON BOARD OF EDUCATION REGULAR MEETING

November 15, 2023 – 6:03 p.m.
Remote Meeting (via Zoom)

Presiding: Comm. Nakima Redmon, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools
Khalifah Shabazz-Charles, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

Comm. Valerie Freeman
Comm. Jonathan Hodges
Comm. Dania Martinez, Vice President

Comm. Manuel Martinez
Comm. Della McCall
Comm. Kenneth Simmons

Absent:

Comm. Oshin Castillo-Cruz
Comm. Eddie Gonzalez

Comm. Redmon read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused adequate and electronic notice of this meeting:

**Regular Meeting
November 15, 2023 at 6:00 p.m.
Remote
90 Delaware Avenue
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

PRESENTATIONS AND COMMUNICATIONS

Status Report on CaissaK12 Student Recruitment

Dr. Newell: There was a request for an update on Caissa. I have asked Mr. Kemper McDowell to do a presentation to the Board.

Mr. Kemper McDowell: Good afternoon and hello to all the Board members, staff and those that are looking on. Good afternoon to you. Several months ago, the School

Board embarked on a project to try to recoup students that have gone from Paterson Public Schools to various charters, non-public schools, and home-schooling programs in an attempt to bring them back and stop the flow of student funding that at that time was calculated to be leaving the district and putting the district at a disadvantage. It was thought to put a bid out and get a firm that would create a strategy for recouping those students and some of the funding. I've prepared a quick PowerPoint to guide and drive our conversation through some of the occurrences and give you an update as to where we are now. Just so you know, we're at the end of the first-year cycle for the Caissa contract. I believe they have a three-year contract, which is renewable. Once the Board action was approved, there was a bid process. Caissa won the bid, and my department was instructed to run point along with an internal team that consisted of Deputy Superintendent Dr. Susana Peron, Lisa Vainieri in registration, Lenny Moore in MIS, and someone from registration was assisting Lisa with some of the data work. The spirit of this project was to bring back some of what was calculated to be lost into the charter initiatives. The thought was that we get funding for students and if a student leaves the district for a non-public, charter, or home school program that's funding we could have had in our coffers for programs and student achievement. A bid was floated. There were two companies who vied for the bid. It was won by Caissa. This particular division of Caissa is called CaissaK12. They have other initiatives that they take on as a company and this is their educational arm. One of the reasons why they were chosen was because it was felt they had a greater experience with urban settings and demographics that are similar to ours. They had also done some work in Newark. We awarded a contract for three years. In addition to student recruitment, they were tasked with engaging the district in professional development geared around trying to retain as many students and families as possible. There was instruction in customer service with various staff members that were on the frontline dealing with parents and families and some of the work at the academic teaching level. As you see here, they were awarded \$75,000 and they were given an appropriation of \$200,000, which would be reached if they successfully recruited a student back to the district. There was an \$850 cost associated with that. The internal team set up a communications process. We met once or twice a month to update each other. Caissa would recruit a number of students via a spreadsheet provided with our team and then our team would go about validating whether or not that student met the criteria. The spirit of the criteria from our end was that they recruited a child back from a charter, non-public, or home-schooling program. As we went through the process more and more, Caissa presented us with students that we felt fell outside of the criteria we had set to the point where we felt that we needed to stop, drop, and roll and have legal look at the contract and try to reach a more amenable set of qualifications that we both could agree upon. At that time, we were experiencing students that were outside of the school district, may have been out of the country, may have been in a kindergarten, or may have been an adult student presented to be recruited back to an adult school. After some conversation we agreed on a lot of points and some we did not, so we felt we needed to cease and desist, and they cooperated with that. Our lawyers sat down and came up with some language that we both could agree upon. I have a snippet of that new language here and it pretty much nails down that we are looking for kids who have gone to verifiable schools in the categories of non-public, charters, home schooling and what have you. There's also some language here that says a student has to sit for at least 30 days or the time where we can ensure that the kid just didn't get signed up to come back to the school district and then may not have an intention on staying or flipped out after a couple of days. We felt that needed to be considered and again both parties agreed upon the language. There was an agreement reached upon students that they recruited prior to the amendment. A number of students they felt they put in a number of man-hours that called for them to get some kind of compensation. There were about 25-34 students who were in contention and both legal departments agreed upon 13 students from that

list that they would give them credit for. That will be reflected in some of the data you'll see in a minute. They were tasked with creating a few professional developments. Many of our frontline staff members participated in that training. Everyone from food service staff, admin staff, and security staff went through a number of trainings on how to resolve conflict, speak with our clients in a kind way, and make sure the sentiments of management come out on all employees. That was some good training. We went through iterations of identifying and agreeing upon a number of students who we would give credit to Caissa for recruitment. The professional development was okay and signed off. However, once we presented our 71 candidates for payment, the Superintendent asked us to do a deeper dive into the data. After it was reviewed with her team, there were some questions as to the validity of some of the students presented. Our team went back and did a deeper dive and came up with a different number and I'll talk to you a little bit about what those numbers are and why. We started out with 71. We will present to you 54 students that we feel pretty comfortable meet the criteria. That's before and after the amendment to the contract. After the data was parsed out we found out we had four students that were an internal transfer. That means the student transferred into a Paterson school, but they came from another Paterson school. This was a student who may have been at Eastside and was transferred to Al Moody School. That is an internal transfer and doesn't qualify for credit. One of those four students was part of the agreed upon 13, so we're recommending that we remove three of those students from being given credit. We started out with six non-public school transfers. These are students who have gone to Paramus Catholic and other non-public schools. After making some phone calls, we found that one of the six students started the process of transferring into School No. 25 and never showed up. The parents decided to keep that student at St. Gerard's so we're going to remove one student from those six originally identified. Then we did a deep dive into the students from unknown schools. These are students who came from out of the country. It could have been Dominican Republic, Colombia, Mexico, or Pennsylvania. These are students who have moved into Paterson, and we could not find a last school that these students attended that would give us an idea of whether they met the criteria. We used Infinite Campus to verify a lot of this data. For example, the student may have gone to Eastside and then transferred out to places we have no idea. Then they show back up transferring in this year, but they came from another country, and we could not track where they came from. That's considered to be an unknown school and 13 of those students fall out of the criteria. We have a spreadsheet on the data that's color-coded. I will provide you with a copy of the PowerPoint if the Superintendent feels it's okay and you can look at some of the data yourself. Where do we go from here? The company feels that the 71 students they submitted earlier may fall into the criteria for credit. However, after a deep dive we feel that number should be 54. Our legal would have to probably sit with them and discuss payment. I'm sure they will probably have questions as to why we feel these students fall out of the qualifying criteria. We feel pretty strong that these students, especially the 13 that came from other countries, were going to move to Paterson and had to come from somewhere. There's no charter school in Mexico or a St. Thomas' in Pennsylvania. There's nothing identifiable. It's just the fact that they were in a school, and they moved out of the state or in some cases out of the country. In some cases, we don't know if they were in fact in a school. They just happened to move to Paterson. That will be some of the argument. What do we recommend? We had four internal transfers. We will argue that they don't meet the qualifications. One of the students was part of the previously agreed upon list of students from both legal departments. The one student here came from St. Gerard's and never showed up at School No. 27. I have here a column for students who were part of the agreed upon 13 in our legal conversation. The spreadsheet is sorted by school type. 13 students have no identifiable last school or home school program. These students didn't go to a school,

but they were part of a home schooling program. None of that happened so we consider them to be coming from an unknown location out of the district. Going forward there were some cases where we had special needs children who they attempted to recruit back. We feel going forward we should not include these students. As you know, the placement of these students is a little more complicated and involved so we shouldn't really try to get another agency involved in bringing those children back. We could be misspeaking when talking to a parent and placing us in a liability. There are some things that we can do. Why did you transfer? Will you transfer back? Some of that can be handled through things like exit surveys and meetings. I know we can't have exit meetings with all the students who transfer out. You can do keep-in-touch lists where you blast an email out to students. There are also opportunities to do yearly citywide surveys to parents. I'm sure there are many more ideas we can incorporate. We're going to recommend 54 students and I'm just going to scroll down here to show you how the data looks. We made sure we identified which charter school they came from. These are the internal transfers. I will remove the names. These are the non-public schools. The one in the orange here was the young lady who wanted to leave but didn't. These are the unknown last schools. In this column you have A-13. It may have been unknown, but this was someone we agreed upon in our legal conversation. Are there any questions?

Comm. M. Martinez: Before we entered into the contract for the scope of services to begin, the parameters of the recruitment efforts were still vague. It doesn't seem like there was a clear criteria about what would constitute bringing a student back in. That seems to be the first thing that needed to get cleaned up. Giving them a task of recruiting students back in without having parameters is problematic, if I heard and interpreted that correctly. Was this a contract length of one year? I don't recall.

Mr. McDowell: I believe it's three years and each year is reviewable and renewable.

Comm. M. Martinez: I saw that there was a not-to-exceed limit for the total number of students that they were recruiting back. I saw in the professional development slide we paid an additional \$9,000 for them to provide professional development to some of our staff.

Mr. McDowell: The PO was for that amount. They hit the PO with those workshops for those amounts.

Comm. M. Martinez: The money that they received for the professional development was baked in, or was it an additional \$9,000? It was already baked in, alright. Of the 54 students we feel comfortable will meet the criteria, that's a little concerning. It should be more cut and dry what the criteria is. It seems like we've already gotten into a back-and-forth with them about who qualifies. It should be more black and white in terms of them bringing a student back into our district. Hearing that 'we feel comfortable' this will meet the criteria is not very settling. This reeks of litigation. They're going to say we did this and we're going to say we don't think that met the criteria. We 'feel' this, and we 'feel' that. This has litigation written all over it. There's no clear directive about what constitutes them getting someone back into our district. The 13 students we removed; do they have access to Infinite Campus?

Mr. McDowell: One of the things they needed from us was a list of students they could call or email. We provided them with that list. They don't have access to Infinite Campus, but they have a list of students who left the district.

Comm. M. Martinez: They have somewhat of a database of students who left the district that they're going to start coming back from. This seems very problematic to me. If the parameters are still not clear in black and white of what constitutes bringing a student back, this can be problematic. We can claim that a student doesn't meet the criteria and they're going to claim that it does. It gets tied up in litigation and becomes a mess. For the record, I was not in favor of this at all and here's why. Charter schools have healthy wait lists. Let's just say this company brings 100 students back into Paterson Public Schools. Do you know what happens immediately? Those 100 students who were on those waiting lists go right back into the charter schools and we lose those same students. We're chasing our tails. It makes no sense to be giving this company a nickel. If they recruit 10 kids back into the Paterson Public Schools, that's great. 10 kids are going to immediately leave Paterson Public Schools and go right back into the charter schools because their wait lists are such. That's not anything particular to you, Kemper. I thought it was a bad move back then and after hearing how this is playing out right now, this reeks of litigation. We're going to be going back-and-forth with them about what constitutes them getting credit for bringing someone back in. We're going to say it doesn't and they're going to say it does. Lawyers are loving this because that's all billable hours.

Mr. McDowell: The criteria that we're looking at is something that was part of their initial presentation and contract. The thing that was problematic was that our posture with them had always been centered around a physical school or program. It wasn't until we really had to field a lot of the students, we felt were out of bounds that we looked into the contract and found there were some holes. We immediately stopped and put forth the language that you see here, which is the language that would not allow anything outside of the criteria that you just spoke about. The contract is fixed. We do admittedly have some work around jostling the last few students we feel don't have any grounds. We will have conversations, but I don't anticipate it being something drawn out because it is what it is.

Comm. M. Martinez: I'm glad to have the language cleaned up. It seems like there's still going to be some tightening up of the language to avoid any of those gray areas under which there can be back-and forth. Hopefully it doesn't turn into a legal back-and-forth if not just conversations about whether or not a student falls under the criteria of being recruited back in. Just for the record, if they bring in 50 kids into our district, that means 50 kids who were on those charter school wait lists are going right back. That's money right out the window. It makes no sense. Thank you.

Comm. McCall: I have some real concerns listening to the presentation. This is not towards your office. It's towards the process. First of all, let's make it clear I was totally against this program coming into the district because I agree with Comm. Martinez. As soon as one kid comes in, another kid is going to go back out. We know how our charter school waiting lists are and a lot of parents are just waiting for that phone call. You said that there were internal transfers that they tried to get credit for. If they only had a list of the children that left the district, how were they able to manipulate putting those people on the list? It was also stated that there were children who came in from out of the country. Do they have access to other data besides what was given to them? It looks as if they do. There's no way an internal transfer would have led up to that list. Incoming students who have never been in the district from other countries or districts should have never been on the list for you to even have to have a conversation about taking them off. My biggest concern is where they are getting these children from that they are asking compensation for. I would like to know for how many kids that came back how many kids left to go to charters. We know where they go because that's where we transfer them to. That's going to also show us whether this is even important.

I see where it says, 'previous charter,' but you mentioned that there were some kids who had to come off the list because they were internal.

Dr. Newell: I'm sorry. Kemper, could you please not show the students' names? I apologize, Commissioner.

Comm. McCall: No problem. There has to be other data that they have access to. They would have never gotten internal students if we only gave them students that left.

Mr. McDowell: Not to cut you off, but I do have an answer for you. That was three-year data. They have to have data from previous years in order to determine if someone left the district. That was one of the data points that let us know some kids were in the district one year, left, went somewhere, and came back this year.

Comm. McCall: Was that their requirement, asking for data from three years?

Mr. McDowell: Yes.

Comm. McCall: When we were discussing this matter, I was under the impression that they were going to go after kids who had just left, not kids that were gone three years ago. You're chasing a tail to me. We know the minute any of the other schools that our kids go to, if they don't fit into the culture of those schools, they normally give us our kids back. We see that all the time. I'm just concerned that three years of data is really tricky. I thought we would have given them data from a year or two because that tells you where they are and where they're coming back from.

Mr. McDowell: I want to give you a response while you're on a roll, Commissioner. These are good questions. Even though they were given three years of data, Ms. Vainieri used Infinite Campus at her disposal, which keeps an effective history of a student's enrollment. For example, you may have Kemper from 2023-2024 at Eastside High School and from 2022-2023 at Rosa Parks. Even though you're giving that data range, once the student is pulled up, we're looking at where they are now and an effective dated history of where they have been. In some cases, this is how we uncovered some of the questionable students. The most immediate action is always captured on Infinite Campus. If there's a gap and if they moved from another country, they note that in the conversation. It will say the student transferred in from Colombia. That's the kind of data that's on Infinite Campus and it helps us out in trying to aggregate the data.

Comm. McCall: My biggest concern was that it will be a revolving door. It's like we're just giving money away for kids to come back and others to go. That's why I voted no on this item. I'm more concerned because they're asking us to pay for things that they're not entitled to. I'm curious as to how they went about recruiting the kids that we did get back and what was the process. I've never been for this program. I think that it is a big waste of money. \$200,000 is a lot of money that we can give back to our kids and not to someone who is really bringing back a kid so another one can leave. That's not against the company. I have nothing against the company because I don't know them. I don't know much of them except what I was given, but I'm very concerned about this right now. If you're telling me that we had to go back and have a discussion about the kids who were on the list and some of these kids were internal transfers and had never been part of Paterson Public Schools, that clearly says they have some information, or they're connected to information that is not helpful to either one of us.

Comm. Freeman: When this contract was originally brought forth and it was presented to us virtually, was it just for charter schools? Was it to recruit all students who left our district, including students who went to Tech and other schools in the surrounding areas? I don't remember, but I need to know that.

Mr. McDowell: It would include Tech and other schools, any non-public school. It was our expectation that they would recruit kids back from those places and even kids whose parents felt they needed a home-schooling program. When we started receiving requests outside of that criteria, we were concerned so we did a deeper dive into the criteria. It was a little open, so we fixed the contract. It's important to also understand that this project spanned a couple of superintendents. When Dr. Newell saw the data, she wanted to dive deeper into it and that helped reduce our number down from our original submission.

Comm. Freeman: Will we get a copy of this? How many did they recruit and from where?

Mr. McDowell: Once I remove the names and make the student IDs a little more predominant, I'll run it past Dr. Newell. If she feels it's appropriate, we will get that to you through the proper channels.

Comm. Freeman: Thank you.

Comm. D. Martinez: When the Board decided to bring them on, my understanding was that it was only for charters. They presented in the Family and Community Engagement Committee twice and these were questions that I asked. The contract that was agreed to was for \$200,000, but that doesn't mean the district paid this out. The district is only responsible for paying for the students that were brought back to the district. I know there was a discrepancy with our enrollments, and this was discussed in our committee. I had a conversation with Mr. McDowell about this and this is why the contract was amended to be more specific to the type of students that they should be focusing on. I know there was a point where they were focusing on enrolling kindergarteners, but that was not their agreed amount. I still believe this is a good resource to have, but things have to be tweaked out. It's important to clarify that the \$200,000 was not given to this company. They only get paid for what is given. That is something that Mr. McDowell or the committee that handled this has to verify in actuality, which students are actually enrolled and cross-reference information that's given.

Mr. McDowell: At 54 students, you're looking at \$45,000 out of the \$200,000 that was appropriated.

Comm. Simmons: During the conversation I remember the presentation that they did. It wasn't just charters. It was for students going to any other school outside of Paterson Public Schools. I do recall them saying that they would also try to capture students who were not enrolling in Paterson Public Schools. To Comm. McCall's point, they probably have data from other places so they will know where students are going if they're not enrolled in Paterson Public Schools. With regard to the revolving door, I think Ms. Coy could probably speak to it. When a student transfers from a charter school, that student's space is not supposed to be filled right away. That space has to remain open for the rest of the year. We wouldn't necessarily lose a student immediately. I know there's more conversation that needs to take place about the language, but I do remember that they would also try to capture students who were not enrolled in Paterson Public Schools, which is probably how kindergarteners became part of the

equation. They probably have access to data outside of Paterson Public Schools. You may just want to check into that.

Ms. Cheryl Coy: Mr. Simmons is correct. When a charter school student gives up their seat, they are entitled to keep that seat until the end of the school year. They're supposed to have that seat assigned to them for the entire school year.

Comm. McCall: The reason I say it's a revolving door is because I've seen that as soon as kids leave a charter school, people get phone calls and before the year is out they're filled up again. I don't know who's not following the rule, if that is the rule. I'm just speaking as a parent of a former charter school student. I know every time I've ever seen a kid leave another kid came in. If someone can give me that data, then maybe I'll have a different opinion about this situation. I would like to see how many kids, after a kid comes in, they go back out. I've never heard that they have to hold a seat for a year. I have to be honest. I've served on many parent programs, and I've never seen that happen. It may be the rule, but I've never seen it happen. If that is the case, how do we get to ensure that child's seat is left there for them for the entire year in case they need to return? That makes a lot of sense for a program like this. Not if a kid can leave and then another kid can get a call and get asked to come off the waiting list for the child. Thank you, Ms. Coy, for that information because I was not aware of that.

Mr. McDowell: With the Paterson School District we don't have a waiting list that will last all year. We may have International High School with a couple hundred kids on their waiting list. That list becomes void after a couple of months. On the charter schools, the waiting list is active. You can be on a waiting list for a charter school. It's not that if you leave a charter school, they're going to hold open your seat. As soon as that person leaves, they entertain someone from their waiting list. Their waiting list is up and running longer than ours. You can't transfer to Paterson Public Schools and have the seat held in case you want to come back some time during the year. Once they leave, they have a couple hundred people that want to go. That was one of the issues. A couple of kids left their charter school, and they may have thought they could just walk into International, but we have a process. They diddled around and missed their seat altogether at their charter school. It works the other way around, from my experience.

Comm. M. Martinez: What I'm going to say is in no way going to combat the other statements that were made here. I worked in two charter schools in the City of Paterson for 12 years. When someone leaves a seat, they fill it immediately. They don't hold it for the rest of the year for a child to come back. When a child leaves, they fill that seat quickly. Trust me.

Comm. Freeman: I was going to ask that question because I heard two things. I heard they have to hold the seat for the student and then I hear that the seat is filled once the child transfers. How can we get clarification on which part of that is right? That makes a big difference. We have two different things being said here and it's conflicting. We need to get that cleared up so everybody can be on the same page and understand the same thing. I don't think there's anything wrong with recruiting kids who have left this district, especially when they're leaving at an alarming rate. We need to do everything in our power to get them back. If we can't do it with the staff that we have, then I don't see anything wrong with hiring a vendor to do it. They leave us and some of them never come back. Maybe they don't come back because no one has pursued them or asked them if they would be willing to come back. We have to look at a lot of things here. I don't think there's anything wrong with trying to recruit students who have been transferred to charter schools, Tech especially. We need to get the understanding of

what can be done and what is not done with the charter schools, so we won't be back-and-forth. I'm hearing two things. If that can be cleared up for me, I will be alright. If we don't have the staff to recruit, if we're not trying to get our kids back, then we have to do what we have to do to get them back. We're losing them at an alarming rate and with charter schools coming up, and I have nothing against charter schools, you have to look at what it is. It is what it is. We're losing them at an alarming rate to charter schools. Is the seat given up? Is the seat saved? As soon as the child leaves, is the seat filled? I just need to know that.

Comm. D. Martinez: I was going to say the same thing as Comm. Martinez about the enrollment. They absolutely do not hold the seat. Once that child leaves, that seat is filled. I've worked in charters for more than 10 years. I was also school secretary so I handled registrations directly. So, you understand how charter schools do their enrollment, you have to be on a lottery. Sometimes the list is of 100 students. Depending on how many vacancies are available in that grade level that's how many they're going to enroll. If we take a student, they fill up that seat. Theoretically, they have a cutoff day of October 15. After that they're not allowed to enroll any more students from that waiting list. As a district that's the time where we have to take advantage. But I have seen situations where they're still doing enrollments past that cutoff date and get extensions. I've seen personally where they have been able to enroll students up until January because they have a lot of vacancies that they have to fill. I don't know if they get permission from the state. I cannot vouch for that because that was a higher level. That information would not be provided to me. January would be the cutoff date. After that point, registration and the lottery is closed and they can no longer enroll students. Now parents have to wait for the new school year for the new lottery to happen again. When you have this understanding that charter schools do have this deadline period, this is the time when our district has to take advantage of that to retrieve those students back. This company works if we use the system appropriately. Charter schools do not hold seats. My kids have been in charters, and I have unenrolled them. Once they're out, the seat gets filled and I have to reapply and go through the lottery process. I will say there have been exceptions. I've been in a charter where sometimes the lottery lists are exhausted and they'll take people off the street, but that's a very rare occasion. These are things that as Board Commissioners we have to be aware of and understand. If we work the system and understand how these deadlines work, this company will work for our benefit. What attracted me the most about them is that if we don't get students, we don't pay them so technically we're not really losing money as long as we have the data to support that we have this student. If a parent decides to leave, we can't control that. We can't force a parent to keep their child in Paterson Public Schools. We have to do better as a district to provide after care and morning care. I know this is something that we struggle with, but this is something that charters offer, and we don't at the current moment. As public school, we offer way more than charters are offering. I've said this many times in the past. I know the district is working hard to do that. What's going to better our district and help our parents is morning care and after care. That's what charters provide and that's what attracts a lot of parents to enroll their children there.

Comm. Redmon: When we looked at this company, they also wanted to advertise our programs that we have in Paterson Public Schools to bring back our students. A lot of times we don't do a great job advertising what we offer throughout the school district. This company was brought on to also tell parents what we offer and try to get students to come back into the school district. It's a plus all the way around. Like most of my colleagues have said, this company doesn't get paid unless the district approves the process how they're getting paid. Once the process is approved, then they get the money for the students they can prove came back into the district.

Comm. Hodges: Wasn't it part of the contract that they were going to train some of our staff to do some of this recruiting as well?

Comm. Redmon: Yes.

Comm. Hodges: Going forward, even if we stop the program down the road, our staff has the ability to advertise and do some of the same things that they do. Is that correct?

Comm. Simmons: That is the premise, Dr. Hodges.

Comm. Hodges: Thank you.

Budget Calendar

Dr. Newell: At this time, I'll ask Mr. Matthews to present.

Mr. Richard Matthews: Thank you, Madam Superintendent. Good evening, Board Commissioners. There are many components to New Jersey QSAC and the fiscal review. One of the pieces of the fiscal review in QSAC is that we follow a budget calendar and input stuff that comes back from the programmatic staff. This is a copy of our budget calendar. It's very fluid. Last year we gave this calendar out before the new Commissioners came on Board, so they didn't get a chance to see what's involved with it. I'm going to go through the calendar and walk through some of the things that have already happened. You see here that we start in July preparing the calendar. We start putting together the dates of what we want to do and talk about some of the things that happened in the past year. We start coming up with different priorities. As early as August we sit down with the fiscal committee and give them a draft of the budget calendar. Obviously, this is fluid and things are going to change because there are some dates that are happening next year regarding getting state aid that is not always the same as in prior years. In August we meet with the Superintendent and go through some of the different ideas and things we want to do regarding putting together the budget and doing community forums. We had our first community forum in October of this year. We got a lot of feedback from the community. That was done through the PTO. We received a lot of input from those parents on what they want in the future budget for 2024-2025. I sent to the Commissioners a packet of the budget calendar and some of the correspondence that we send out to central office. I'll show you that letter later on. On October 20, we sent out a letter to central staff regarding some of the parameters for the budget and what things have to be considered when working with the purchasing department. We sent out tutorials on how to use Edumet and how to input their information. There's a checklist for everybody who has a budget in central office. I sent you what's called the Budget Team Review. When we receive the budgets from central office – and those budgets are due back in December – we sit down and do a review of all the budgets as a team. In January we do a full review of everybody's budget. We go through every line and from there we make projections. In November we will go through the calendar with the Board. You see that highlighted on November 15. You see on December 11 the central office budgets are due to the budget team. As it says there, the budget team reviews all the items in the budget. I sent you those dates of every department in central office. We do another review in January. In December we try to combine a committee meeting with the finance and facilities to review things that are being considered for funding. We're receiving things now regarding School No. 3 and some other projects. In December we will also sit down with the fiscal committee and come up with some savings strategies. I don't want to go through those right now. We have some ideas that we can implement to reduce

our appropriations. Also in December, once everybody has their school numbers in, we will give the budgets to the principals. They'll in turn have their budgets back to central office superintendents in late December. In January, they will approve those budgets. In February we will have the first draft of the budget. At that point central office will have the budgets and make some preliminary projections in terms of the revenues and what's going to happen regarding any reserves. There are three main components of our revenues. It's our state aid, which we're going to make a projection on. It's going to be very conservative. It's going to be local taxes and it's going to be fund balance. Last year we had \$27 million that we were able to use to balance out the budget for 2023-2024. We will have more meetings after that with the finance committee and go through where we are as far as the gap is concerned. Every year we have a structural deficit, which means that our expenses exceed our revenues. Things like transportation costs are going up. Out-of-district tuition is going up. Charter schools go up. Every year we have the same story. Mr. Martinez always says it's Groundhog Day all over again, but that's the reality when you live in a world of structural deficit. Once we get the aid from the Governor, which comes in the first Tuesday in February, within a couple of days we can try to get to a balanced budget. If we can't, we have to start looking at some options in terms of cutting back some appropriations, taking more fund balance, or whatever we have to do. This is pretty much what the dates are in terms of what goes to the Board and the County. You have your February date for state aid. You have your March date for having a meeting with the Board for the preliminary budget review. That would go to the County for approval. Then you do a public hearing in April. These dates are all fluid because these are dates that are going to come to us later on once we get closer to receiving the state aid from the Governor. The last date is May 5 to do a public hearing. We have to have our budget posted on the website two days after that. Then we prepare our tax levy to the County Commissioner for certification. This is a draft of the budget calendar. This is a letter that went out to all central office members on October 20, and these are some of the things that we ask of them regarding preparing the budget, having meetings, and working with the purchasing department. We're asking them to have a zero-base mindset. This is not something that can always happen because we have multi-year contracts that we're committed to. This is the letter that goes out to everybody. We also say to them that ESSER is going to be exhausted in 2024-2025. A lot of the things that we were able to do to help with balancing the budget in the prior three years will not be available to us as much. This is the letter that went to everybody in terms of trying to get them focused on how we have to approach putting together a budget for 2024-2025. That's pretty much the budget calendar for 2024-2025. Are there any questions?

Comm. M. Martinez: I recall seeing an email that provided us all these documents. I just wanted to confirm that indeed we all should have received an email that has everything outlined that was just shared with us right now.

Comm. Hodges: Where are we with the energy savings program?

Mr. Matthews: You're talking about the ESIP program. I'm going to have to get back to you on that. I don't have that information in front of me right now. I can find out where we are as far as that's concerned.

Comm. Hodges: There's a significant amount of money there. Is that already going to be spent? That's my question.

Mr. Matthews: One of the measures they had asked us not to do was put in all these air conditioners. We're putting in a boatload of air conditioners in all the schools. That's going to affect our ECM's whenever we start to do the calculations before the start of

phases 1 and 2 and where we are when we finish phase 2. That's going to impact the savings. ECM stands for Energy Conservation Measures.

Comm. Redmon: Thank you, Mr. Matthews, for your presentation. I know you will be sending us more updates in the meetings to come.

Mr. Matthews: You're welcome. Thank you.

PUBLIC COMMENTS

It was moved by Comm. McCall, seconded by Comm. M. Martinez that the Public Comments portion of the meeting be opened. On roll call all members voted in the affirmative. The motion carried.

Ms. Rosie Grant: Good evening, Madam President, Commissioners, Dr. Newell, staff, and community. Dr. Newell, to you and your staff, thank you for the informative presentations. I also want to say thank you to the School Board for the attention that is being given to these matters. Mr. Matthews, please continue putting those air conditioner units in. We have had staff in these buildings for summer programs where the temperatures inside run over 100 degrees consistently. It's a necessary expense. I want to express my continued concern about the relatively insignificant attention that the Board gave to the goal setting on Monday. Certainly, in a district with 28,000 students where less than 30% of our kids are performing at or above state standards it really is a critical issue. I hope that you will revisit that, if not today, sometime soon. I do understand that the two goals presented by the Superintendent are also critical, but perhaps a list of all the goals and time taken to prioritize them would be encouraging. Finally, I'd like to invite the Board and community members who are listening to participate in the next SDA meeting. Seek an audience, ask to be put on the agenda, and attend because we still have the facilities issues to contend with. Just as we're going into budget meetings and planning, so is the State of New Jersey so now is the time. Thank you very much and I wish everyone a good Thanksgiving celebration. We do have much to be thankful for.

Ms. Greta Mills: Hello, everyone. First, I want to say thank you. My classroom looks much better. My students walked in, and they loved the paint job. The floor is better. The closet is better. I appreciate that you heard me. I saw the comment to my Infinite Campus question about the behavior issues. The principals will be responsible for getting the information into Infinite Campus. I still want to keep coming to you about being able to lock up purses and other personal things and items for the students. We have gifts and things like that. I didn't hear anybody or get a response about locking things up and making sure that the kids can't get to our purses or other items. Teachers are still asking me about that. My other issue I brought up before and I'm going to keep bringing it up until we get some changes. The students are failing. Ms. Grant spoke about it. We've had presentations about it. They are not doing well. I'm teaching fourth grade. I have students who are struggling to spell their name. I have students who are struggling to add and subtract. We have people walking in to do observations and they want us to follow a pacing guide, but the students can't read. The comprehension skills are not there. How are we following a pacing guide? If you look at the fourth-grade pacing guide, it says do 1-1, 1-2, 1-3, and 1-4. You're doing this stuff every single day. You have one lesson every single day. Meanwhile, the students are struggling to comprehend one question. They're struggling to understand this stuff and you want a teacher to follow the pacing guide versus saying the students are struggling and we need to stay on this until they can understand what's going on in the problem. I had a student...

It was moved by Comm. M. Martinez, seconded by Comm. McCall that the Public Comments portion of the meeting be closed. On roll call all members voted in the affirmative. The motion carried.

REPORT OF THE SUPERINTENDENT

Dr. Newell: Very briefly, I have some of the highlights and activities that have happened in the district. I know that you heard Ms. Bernard had mentioned the grief sensitive workshop that we have been offering to our schools. We also have a lot of supports and resources that we have been making sure our principals are using to provide counseling support to our students, parents, and staff members. We have updated our website. There's also a form they can fill out to get the necessary support. We participated in the Dale Avenue playground ribbon-cutting in partnership with Alexandra's Playground. It's a non-profit. Thank you to Principal Sanducci and Assistant Superintendent Dr. Warren for the event. It was a great event to see kids with a brand-new playground for them to be enjoying the nice crisp fall air. We also shared a collaborative event with Paterson Public Schools and the Prospect Park School District. It was the Ruby Bridges Town Hall event. We were able to meet Ruby Bridges for the Ruby Bridges Walk to School Day. We brought some of our students over to Prospect Park. Thank you to Ms. Nicolette Thompson from Rosa Parks. The students were awesome. They did a really fantastic rendering and I'm very proud of the talent of the students. Also thank you to Mr. Mark Medley, Principal of the Young Men's Leadership Academy. His students were also there in attendance. At the STARS TIES program, they had their Thanksgiving initiative where they're collecting supplies to help out needy families. Thank you to Mr. Jones for spearheading that initiative and the staff and wonderful students who have been participating and excited to be a part of that initiative. Thank you to Ms. Nancy Tavares-Correa at School No. 16 who hosted the Youth Equity Stewardship. We had our Assistant Superintendents Dr. Warren, Ms. Badawy, and Mr. Cozart. We were there with our rising leaders. We had all different grade spans for this Youth Equity Stewardship initiative. They were able to talk about leadership, for us to hear their voice, and for our students to know that they do have a voice and they can make differences in their school environment. Finally, today I had the pleasure of seeing at School No. 28 – and thank you to Ms. Nancy Castro – the Lenape Indians from Oklahoma who came to teach our students about their way of life. There have been a lot of really good things happening in our district and I just wanted to give you a brief highlight. Thank you, President Redmon.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Redmon presented the minutes of the following meetings and asked if there were any questions or comments on the minutes:

- a. September 11, 2023 (Executive Session)
- b. October 5, 2023 (Workshop)
- c. October 18, 2023 (Regular)

It was moved by Comm. M. Martinez, seconded by Comm. D. Martinez that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative. The motion carried.

RESOLUTION ITEMS (2-43)

Resolution No. I&P-1 was pulled.

Resolution No. I&P-2

WHEREAS, the nonpublic school, Ohr Yisroel, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2024 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2023 and ending June 30, 2024; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public-school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award and approved on September 10, 2023 was based on the application submitted by the nonpublic school on March 31, 2023, in partnership with Michele Grevesen, who is employed by your district, and the signed agreements. The approved grant awarded for Michele Grevesen was \$33,632.04, which was based on the teacher's 2022-23 employment contract with your district at an hourly rate of \$103.80, and a maximum of 324 hours of teaching. The amended approved grant awarded is \$34,532.04 which is based on the teacher's 2023- 2024 employment contract with our district at an hourly rate of \$106.58. The final grant award will be calculated based on the teacher's hourly rate from their 2023-24 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2024 Teach STEM Classes for the 2023-2024 school year in Nonpublic Schools grant in partnership with Michele Grevesen, who has been grant approved in the amount of \$34,532.04, which is based on the teacher's 2022-23 employment contract with our district at an hourly rate of \$106.58, and a maximum of 324 hours of teaching.

Resolution No. I&P-3

WHEREAS, the district's five-year goal #1 is to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning by empowering educators to design, implement, and monitor equitable, credible and rigorous K-12 curriculum and instruction that is aligned to state academic standards, and to integrate the arts in all areas of learning, utilizing innovative activities and partnerships and increasing educators' capacity to utilize technological resources;

WHEREAS, the district's five-year goal #4 is to build teacher capacity to address the social and emotional needs of the students through professional development, instruction and support services;

WHEREAS, ArtsPower Theatre on Demand will provide free access to streamed, fully staged and performed musicals and dramas. Each comes with its own supplemental learning guide that includes activities, online resources, and instructional videos. Participating schools: 2, 3, 5, 6, 9, 10, 12, 18, 20, 21, 24, 25, 28 and New Roberto Clemente

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves that

the District participate in this virtual education program, effective November 2023 through June 2024, at **no cost to the District.**

Resolution No. I&P-4

Whereas, The Girl Scouts of Northern New Jersey desires to establish a Girl Scout Troop for fifty girls in grades kindergarten through fifth at Paterson Public School #27

Whereas, The Girls Scouts will offer educational programs and scouting experiences in the areas of Mental Health, Science, Technology Engineering and Math, Social Justice and Girl Scout Traditions for kindergarten through fifth grade girls at Public School #27

Whereas, Paterson Public Schools will be responsible for the cost of an administrative stipend for the Principal or Assistant Principal for 18 hours for 12 weeks (approximately \$900.00)

Whereas, Paterson Public Schools will provide the meeting site and Girl Scouts of Northern New Jersey will provide the activities and food and beverages for the program participants

THEREFORE, IT IS RESOLVED that in consideration of the mutual agreements contained herein that fifty girls at Public School #27 be allowed to participate in the Girl Scouts of Northern New Jersey from November 13, 2023-June 21, 2024 at Public School #27.

Resolution No. I&P-5

WHEREAS, increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools and creating and sustaining partnerships with community organizations, agencies, and institutions is Goal 3 Priority 3;

WHEREAS, Dr. Frank Napier/School No. 4 has developed partnerships with community agencies to support student needs and goals.

WHEREAS, Pi Xi Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated has a strong history of supporting and servicing families, for we understand a healthy family is the foundation of a healthy community; and will take a multi-generational approach to fortify families within our communities by addressing child hunger and promoting positive youth development and leadership, mental well-being, and senior life; and

WHEREAS, the Pi Xi Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated has been serving the Passaic County community since its inception in 1986 and has a long-standing relationship with Paterson Public Schools; and the Childhood Hunger Initiative Power Pack (CHIPP) Program is one of the areas of focus under the Empower of Families program thrust; and

WHEREAS, the goal of the Childhood Hunger Initiative Power Pack (CHIPP) is to provide weekend and holiday meals for children within local communities will provide weekend meals for forty-eight students in the third grade enrollment at Dr. Frank Napier Jr. School of Technology for the 2023-2024 academic year on Friday once a month; and for weekend meals including breakfast, lunch, and dinner.

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the

Pi Xi Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated Childhood Hunger Initiative Power Pack (CHIPP) partnership for the 2023- 2024 academic school year every Friday once a month and the weekend to include breakfast, lunch and dinner for forty-eight students in the third grade enrollment to begin October 20, 2023 through June 14, 2024 NO COST TO THE DISTRICT.

Resolution No. I&P-6

WHEREAS, Goal Area #3 of the Five-Year Strategic Plan for Paterson School is to increase partnerships with institutions to support the students of Paterson Public Schools.

WHEREAS, The Senator Frank Lautenberg School wishes to partner with the Men's Basketball Program at Montclair State University (MSU) to implement "Reading with the Red Hawks", a literacy initiative where MSU basketball players read to elementary school students and donate books to the school: and

WHEREAS, The District will not incur any costs for participating in this partnership.

THEREFORE, BE IT RESOLVED, That the Board of Education approves this partnership between the Senator Frank Lautenberg School and the MSU Men's Basketball Program for 2023-2024 school year, At no cost to the district.

Resolution No. I&P-7

WHEREAS, the participation of Full Service Community Partner Staff at NJ Community Schools Convening - NJ Coalition of Community Schools conference supports the Paterson -- A Promising Tomorrow District Strategic Plan in Goal Area #3 Communications and Connections; to establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication; and

WHEREAS, two Full-Service District and four community partner staff members will participate in a variety of workshops at the conference focused on implementing Full Service strategies, national opportunities for full service, and building capacity for successful place-based interventions;

WHEREAS, the conference will provide attendees with the opportunity to network with fellow practitioners and leaders in the field, learn new skills, build new relationships, and return with tools and inspiration to increase equity and opportunity through community schools; and

WHEREAS, the 2023 Promise Neighborhoods and Full-Service Community Schools National Network Conference is located Arlington, VA and will take place on December 11 - 13, 2023. The Full-Service Federal Grants provide funding for attendance at conference and professional development opportunities; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves of Full- Service District and community partner staff members to attend the 2023 Promise Neighborhoods and Full- Service Community Schools National Network Conference funded by the Full-Service Federal Grants and at no cost to the District up to and not to exceed \$9,249.52.

Resolution No. I&P-8

WHEREAS, the District's priority is effective teaching and learning. The Department of Special Education has aligned programs to meet this priority. The placement of these students will achieve this priority through implementation of his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under NJAC 6A:26, Educational Facilities, to ensure that educational facilities are educationally adequate to support the delivery of thorough and efficient education to which all students are entitled: and

WHEREAS, the District has determined that for the 2023-2024 school year that self-contained classrooms be established and eliminated: and

NOW, THEREFORE, BE IT RESOLVED, that the District ESTABLISH: one (1) COG MILD at School 28, one (1) S-LLD at School 6 and ELIMINATE one (1) COG MILD at School 3, one (1) Autism class at School 6.

Resolution No. I&P-9

WHEREAS, the District first priority under the 2019-2024 Strategic Plan is effective academic programs; and

WHEREAS, the District intends to collaborate with Bergen County Special Services District, regional McKinney-Vento education of Homeless Children and Youth Program; and

WHEREAS, the District will utilize resources and information provided by the lead applicant to support the federal and state required supplemental academic and support services to identify homeless children and youth; and

WHEREAS, the District will participate in partnership with local, county and regional non-educational agencies (e.g., community based organizations, social services organizations, faith-based institutions) established by the lead applicant, if awarded, in providing supplemental services; and

WHEREAS, the District will provide level data to support the lead applicant in identifying the academic and non-academic needs of homeless students for reporting to the New Jersey Department of Education and address the academic, non-academic and emergent needs of homeless children and youth.

NOW, THEREFORE, BE IT RESOLVED, that the District will collaborate with the regional McKinney- Vento project director on the use of the Title I, Part A reserve for homeless students enrolled in non- participating attendance areas for the 2023-2024 school year.

Resolution No. I&P-10

WHEREAS, the District's priority is effective academic programs under the 2019-2024 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of

his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student with a disability in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the State District Superintendent has determined that the District is in need of independent Educational, Psychological and Speech evaluations instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Mountain Lakes Board of Education represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Mountain Lakes Board of Education for a total cost not to exceed \$24,735.00 during the 2023-2024 school year.

November 20, 2023 – June 30, 2024 (RSY 8 months)

\$875 x 7 = \$6,125.00	Educational Evaluations
\$875 x 7 = \$6,125.00	Psychological Evaluations
\$875 x 7 = \$6,125.00	Speech Evaluations
\$636 x 5 = \$3,180.00	Occupational Therapy
\$636 x 5 = \$3,180.00	Physical Therapy

Resolution No. I&P-11

Recommendation/Resolution: Approve contracts with nursing services providers for the 2023-2024 school year.

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education has aligned its programs to meet this priority;

WHEREAS, the District is required to identify, evaluate, and address the unique educational needs of each student with a disability;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related services by private providers who are appropriately licensed and credentialed according to State statutes and rules;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following contracts with private providers of 1:1 nursing services, effective November 6, 2023 through June 30, 2024, at an annual cost not to exceed the amounts listed:

Nursing Services Provider Name	Cost Per Day	ESY Days	RSY Days	Total Days	Total Cost
STAR LIGHT - DO 5262744	\$496	-	144	144	\$71,424.00

WHITE GLOVE – DV 5264712	\$520	-	151	151	\$78,520.00
Total Cost Not to Exceed:					\$149,944.00

Resolution No. I&P-12

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education has aligned its programs to meet this priority;

WHEREAS, the District is required to identify, evaluate, and address the unique educational needs of each student with a disability;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related services by private providers who are appropriately licensed and credentialed according to State statutes and rules;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following contracts with private providers of 1:1 nursing services, effective October 30, 2023 through June 30, 2024, at an annual cost not to exceed the amounts listed:

Nursing Services Provider Name	Cost Per Day	ESY Days	RSY Days	Total Days	Total Cost
White Glove Comm. Care, Inc. - IRD 5258062	\$520	-	149	149	\$77,480.00
Total Cost Not to Exceed:					\$77,480.00

Resolution No. I&P-13

WHEREAS, the District's priority is effective academic programs under the 2019-2024 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student with a disability in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the District Superintendent has determined that the District is in need of bedside instruction for a student placed in residential treatment center due to addictive disorders; and

WHEREAS, Silvergate Gate represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District entered into a contract with Silvergate Prep for the 2023-2024 fiscal year to provide bedside instruction for a Paterson student placed in a residential treatment center for a total cost not to exceed

\$2,100.00.

October 18, 2023 - November 30, 2023

BR 5200683 \$35 x 60 hrs. = \$2,100.00

Resolution No. I&P-14

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education has aligned its programs to meet this priority;

WHEREAS, the District is required to provide a free, appropriate public education for all students, including special education services and placements that are tailored to the unique needs of students with disabilities;

WHEREAS, students whose Individualized Education Plans (IEP's) warrant out-of-district placement are entitled to attend receiving schools free of charge, at the District's expense, pursuant to a written contract concerning the tuition charges, costs, terms, conditions, services and programs to be provided for each student;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following tuition contracts with out-of-district schools for students with disabilities, effective July 1, 2023 through June 30, 2024 (including ESY), at an annual cost not to exceed the amounts listed:

School Name	RSY, ESY, or 1:1	# Students	# Days	Per Diem Rate	Account Number	Total Tuition <i>Not to Exceed</i>
Bancroft Neurohealth	RSY	1	210	\$414.84	11.000.100.566	\$87,116.40
Bancroft Neurohealth	RSY/1.1 Aide	1	210	\$220.00	11.000.100.566	\$46,200.00
Bancroft Neurohealth	RSY	1	210	\$409.59	11.000.100.566	\$86,013.90
Bancroft Neurohealth	RSY/1.1 Aide	1	210	\$200.00	11.000.100.566	\$42,000.00
Bergen County Special Services	RSY	1	10 mos.	\$8,262.00	11.000.100.565	\$82,620.00
Celebrate the Children	RSY	1	168	\$428.25	20.250.100.566	\$71,946.00
Cornerstone School	RSY	1	190	\$458.98	11.000.100.565	\$87,206.20
Felician School	RSY	1	164	\$343.40	20.250.100.566	\$56,317.60
High Point School	RSY	3	208	\$358.10	11.000.100.566	\$223,710.24
High Point School	RSY	1	185	\$358.51	11.000.100.566	\$66,324.35
High Point School	RSY	1	12	\$358.51	11.000.100.566	\$4,302.12
Lakeview Learning Center	RSY	1	159	\$475.00	11.000.100.566	\$75,525.00
Mountain Lakes Board of Education	RSY	1	141	\$497.63	11.000.100.562	\$70,166.72

New Beginnings	RSY	1	212	\$432.00	11.000.100.566	\$91,584.00
New Beginnings	RSY	2	147	\$432.00	11.000.100.566	\$127,008.00
New Jersey Elks (NJEDDA)	RSY	1	178	\$427.05	20.250.100.566	\$76,014.90
New Jersey Elks (NJEDDA)	RSY/1.1 Aide	1	178	\$190.00	20.250.100.566	\$33,820.00
New Jersey Elks (NJEDDA)	RSY	1	168	\$427.05	20.250.100.566	\$71,744.40
New Jersey Elks (NJEDDA)	RSY/1.1 Aide	1	168	\$190.00	20.250.100.566	\$31,920.00
Phoenix Center, INC.	RSY	1	180	\$422.07	11.000.100.566	\$75,972.60
Pillar Care Continuum (CPNJ)	RSY	1	173	\$405.64	20.250.100.566	\$70,175.72
Pillar Care Continuum (CPNJ)	RSY/1.1 Aide	1	173	\$230.00	20.250.100.566	\$39,790.00
Pillar Care Continuum (CPNJ)	RSY	1	160	\$405.64	20.250.100.566	\$64,902.40
Pillar Care Continuum (CPNJ)	RSY/1.1 Aide	1	160	\$230.00	20.250.100.566	\$36,800.00
Windsor Learning Center	RSY	1	168	\$347.00	11.000.100.566	\$58,296.00
Windsor School	RSY	1	163	\$442.00	11.000.100.566	\$72,046.00
					Total:	\$1,849,522.55

Resolution No. I&P-15

WHEREAS, the districts' 5 Year Strategic Plan: Paterson- A Promising Tomorrow's Goal 1 is to create a student- centered learning environment to prepare students for career, college readiness and lifelong learning, and;

WHEREAS, field trips afford students a firsthand educational experience that is not available in the classroom, and;

WHEREAS, the Assistant Superintendents have approved/recommended the addition of the attached field trip locations;

THEREFORE BE IT RESOLVED, the Paterson Board of Education accepts the addition of the attached list of approved destinations as appropriate field trip sites for the students of the Paterson Public Schools for the 2023-2024 school year.

Resolution No. O-16

WHEREAS, the first District's priority is effective academic programs under the 2014-2019 Strategic Plan; and

WHEREAS, the Department of Special Education Programs has aligned its education

goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required to under N.J.A.C. 6A:14-4.5 to provide appropriate supplementary aids and services to ensure that students with disabilities have access to the general education curriculum and provides students with disabilities a free, appropriate education result; and

WHEREAS, the District has determined that it will contract with American Speech-Language Association (ASHA) for the web-based services; and

WHEREAS, American Speech-Language Association (ASHA) represents that it is fully qualified to provide such services, and has and will maintain all required licenses, approvals and certifications; and

NOW, THEREFORE, BE IT RESOLVED, that the District approves to provide payment to American Speech- Language Association (ASHA) for providing virtual Professional Development to help Para-educators working with student's disabilities learn to be more effective and academic performance through a web-based service for a total cost not to exceed \$2,592.00 during the 2023-2024 school year.

November 1, 2023 – October 31, 2024

Virtual Professional Development - \$86.40 x 30 staff members = \$2,592.00

Resolution No. O-17

WHEREAS, the Paterson Public Schools District Strategic Plan Goal 1, Objective 1 addresses the Creation of "high quality opportunities for educators to deliver research-based strategies that will ignite motivation and promote life-long learning" and Goal 4, Objective states, "Create a culture that recognizes the need to educate the whole child by meeting their social emotional, academic, and physical needs"; and

WHEREAS, the Paterson Public School District and Public School Number 16 are committed to providing staff with ongoing professional development that focus on Teaching Standard 4 - Implementing effective differentiation strategies and supporting special needs students; and Public School Number 16 has a growing population of special needs students (EL) as well as will be initiating a Dual Language Program starting with the Kindergarten class of SY 2022-2023; and

WHEREAS, Fahami & Valdez Learning Services, LLC is able to provide effective professional development in Bilingual Education, Sheltered English Instruction, and program development support for the upcoming Dual Language Program; and

WHEREAS, Paterson Public School Number 16 has designated funds to provide teachers in bilingual and dual language setting with on-going professional development that focuses on second language acquisition and native language development; and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the purchasing of professional development services provided by Fahami & Valdez Learning Services, LLC to Public School Number 16 for the SY 2023-2024 not to exceed \$17,000.00 under SIA Funding.

Resolution No. O-18

WHEREAS, the Board of Education and the Superintendent of Schools to support N.J.S.A 18A:37- et. Seq. by prohibiting acts of harassment, intimidation, or bullying of our students grades Pre-K thru 12. A safe and caring environment in school is necessary for pupils to learn and achieve high academic standards, and

WHEREAS, Harassment, Intimidation, or Bullying (HIB) means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, and

WHEREAS, the law requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying, and

WHEREAS, the chief school administrator shall report the results of each investigation to the board of education no later than the date of the regularly scheduled board of education meeting following the completion of the investigation, and

WHEREAS, the chief school administrator's report also shall include information on any consequences imposed under the student code of conduct, intervention services provided, counseling ordered, training established, or other action taken or recommended by the chief school administrator, and

WHEREAS, at the regularly scheduled board of education meeting following its receipt of the report or following a hearing in executive session, the board shall issue a decision, in writing, to affirm, reject, or modify the chief school administrator's decision.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations completed to this date for the month of September 2023, in which there were a total of 25 incidents reported, 12 Founded, 13 Unfounded bullying incidents requiring consequences, and

BE IT FURTHER RESOLVED, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

Resolution No. O-19

WHEREAS, the Board of Education and the Superintendent of Schools to support N.J.S.A 18A:37- et. Seq. by prohibiting acts of harassment, intimidation, or bullying of our students grades Pre-K thru 12. A safe and caring environment in school is necessary for pupils to learn and achieve high academic standards, and

WHEREAS, Harassment, Intimidation, or Bullying (HIB) means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, and

WHEREAS, the law requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying, and

WHEREAS, the chief school administrator shall report the results of each investigation to the board of education no later than the date of the regularly scheduled board of education meeting following the completion of the investigation, and

WHEREAS, the chief school administrator's report also shall include information on any

consequences imposed under the student code of conduct, intervention services provided, counseling ordered, training established, or other action taken or recommended by the chief school administrator, and

WHEREAS, at the regularly scheduled board of education meeting following its receipt of the report or following a hearing in executive session, the board shall issue a decision, in writing, to affirm, reject, or modify the chief school administrator's decision.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations completed to this date for the month of October 2023, in which there were a total of 43 incidents reported, 19 Founded, 24 Unfounded bullying incidents requiring consequences, and

BE IT FURTHER RESOLVED, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

Resolution No. F-20

BE IT RESOLVED, that the list of bills and claims dated through November 15, 2023, beginning with check number 239747 and ending with check number 239921, along with direct deposit number beginning with 1862 and ending with 1871, in the amount of \$14,888,273.96; and

THEREFORE, BE IT RESOLVED, that each claim or demand has been fully itemized, verified and has been duly audited as required by law in accordance with N.J.S.A. 18A:19-2.

Resolution No. F-21

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of September 2023, and

WHEREAS, the New Jersey Administrative Code 6A:23A-13.3 requires the Board Secretary and the Board of Education to certify that no budgetary line item account has been over-expended and that sufficient funds are available to meet the District's financial obligations, all transfers were fully executed consistent with code and policy prior to obligating funds.

NOW THEREFORE BE IT RESOLVED, that the Board of Education approves transfer of funds within the 2023-2024 school year budget, for the month of September 2023, so that no budgetary line item account has been over-expended and that sufficient funds are available to meet the district's financial obligations, as requested by various budget managers, and as identified in the list of transfers attached hereto and shall be made part of the minutes. Furthermore, the transfers were approved by the Department of Education.

Resolution No. F-22

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of September 2023, and

WHEREAS, the School Board Administrator certifies, pursuant to N.J.A.C. 6A-23A-

16.10(c)(3), that no line item or program category account has been over expended, and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

WHEREAS, the Board Secretary's Report is in agreement with the Treasurer's Report, A-149, and

WHEREAS, the Board Secretary's Report is subject to adjustments following annual audit and Department of Education directions regarding Fund 15's School Based Budgets, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt and certifies the Board Secretary Report for September 2023 pursuant to N.J.A.C. 6A-23A-16.10(c)(4), acknowledging no line items or program category account has been over expended and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Board Secretary's Report for the fiscal period ending September 2023, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and,

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

Resolution No. F-23

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of September 2023, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for September 2023 and acknowledges agreement with the September 2023 Board Secretary's Report, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Treasurer's Report for the fiscal period ending September 2023, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

Resolution No. F-24

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 10/13/23 in the grand sum of 13,091,875.34 beginning with check number 1017426 and ending with check number 1017500 and direct deposit number D003550324 and ending with D003554564.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 10/31/23 in the grand sum of 13,304,512.17 beginning with check number 1017501 and ending with check number 1017578 and direct deposit number D003554565 and ending with D003558947.

THEREFORE, BE IT RESOLVED, that each claim or demand has been fully itemized, verified and has been duly audited as required by law in accordance with N.J.S.A. 18A:19-2.

Resolution No. F-25

WHEREAS, the Department of Special Education Programs has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS the District is required to under N.J.A.C. 6A:14-4.5 to provide appropriate supplementary aids and services to ensure that students with disabilities have access to the general education curriculum and provides students with disabilities a free, appropriate education result; and

WHEREAS the District has budgeted Extraordinary Aid in the amount of \$5,000,000 for the 2022-2023 fiscal year for services which qualify under EXAID guidelines and received \$6,609,833; and

WHEREAS the excess revenue received in the amount of \$1,609,833 is unrestricted and can be used for any purpose and may be appropriated in the 2023-2024 fiscal year without the Commissioner of Education approval in accordance with N.J.A.C. 6A:23A-13.3(d)6; and

NOW, THEREFORE, BE IT RESOLVED, that the district approve the use of the excess 2022-2023 Extraordinary Aid revenue in the amount of \$1,609,833 to aid in the increased APSSD tuition costs in account number 11.000.100.566.657.000.0000.000 for the 2023-2024 fiscal year.

Resolution No. F-26

WHEREAS, the Paterson Public School District recognizes the need for use of public utilities and the need to make payment to those entities; and

WHEREAS, the District uses the following public utilities annually for service; Public Service Electric & Gas, City of Paterson, Paterson Solar, SSI-NELNET, Paterson Solar and Passaic Valley Water Commission, and

WHEREAS, the awarding of this contract is in line with the "A Promising Tomorrow", the Five-Year Strategic Plan 2019-2024, Goal Area #2: Facilities, Objective 4 - Develop a comprehensive preventative maintenance program that is geared towards the long term upkeep of all Paterson Public School facilities; and

THEREFORE BE IT RESOLVED, that regular payments will be paid for public utility services, for the 2023-2024 and 2024-2025 school years.

Resolution No. F-27

WHEREAS, the students of the 25 School in Paterson, NJ want to participate in student activities that will be student-directed, funded through student-generated events and expended on behalf of the students; and

WHEREAS, these activities require the establishment of a Student Activities Account to be held at TD Bank North in Paterson, NJ; and

WHEREAS, the organization and management of this account will be consistent with established Board Policy; and

WHEREAS, the Principal of School 25 will be responsible for working with the students and professional staff in implementing the policies adopted by the Board and providing guidance to the students;

NOW, THEREFORE, BE IT RESOLVED, that the 25 School is approved to establish a Student Activities Account; and

BE IT FURTHER RESOLVED, that this resolution shall take effect with the approval signature of the District Superintendent and is being provided to the Board for advisory purposes.

Resolution No. F-28

WHEREAS, The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 2: Facilities: To enhance and maximize learning opportunities provided by first-class facilities and technological improvements that prepare students for 21st century learning and

WHEREAS, The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 3: Communications and Connections: To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication necessitates the innovative and strategic partnerships and

WHEREAS, The planting of shade trees on school properties are linked to improved air and water quality, reduced stormwater runoff, urban heat island effects, and carbon emissions and

WHEREAS, The Trees for Schools grant program will provide the opportunity to improve the learning environment, health, and quality of life for all school stakeholders;

BE IT THEREFORE RESOLVED, that the Paterson Public Schools Board of Education approves receipt of grant funds in the amount of \$250,000 from Trees for Schools grant for implementation in the Paterson Public Schools.

Resolution No. F-29

WHEREAS, the Cigna Foundation Donation for School 15 supports the District Strategic Plan - Paterson, A Promising Tomorrow in Goal area #3 Communication and Connections: to establish viable partnerships with parents, educational institutions, and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication; and

WHEREAS, Cigna Foundation has selected School 15 to partner with through the Healthier Kid for our Future Program, program activities have included participation in the Full Cart Grocery Program in Summer 2020 and continued to support School #15; and

WHEREAS, Cigna Foundation has donated \$3,000 for unrestricted use in honor of the School 15 students for World Children's Day; and

WHEREAS, Principal Garcia and her team at School 15 would like to use the funds to celebrate the students and bring joy by engaging in a student activity focused on SEL and community building; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves of the acceptance of the Cigna Foundation donation for School 15 students to be deposited in the School 15 Student Activity Account in the amount of \$3,000, at no cost to the District.

Resolution No. F-30

WHEREAS The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 1: Teaching and Learning: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning necessitates building students' academic and soft skills through in school and extracurricular opportunities and

WHEREAS The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 3: Communications and Connections: To establish viable partnerships with parents, educational institutions, and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication necessitates the innovative and strategic partnerships and

WHEREAS Engineering Tomorrow is a team of professional engineers whose goal is to develop and lead purpose-driven labs, so students gain real-life knowledge to carry with them to their future careers. All offerings are available at no cost to students, teachers, or schools and

WHEREAS the attached documents indicate the scope of the goods offered to Paterson high school students as part of Engineering Tomorrow's mission.

BE IT THEREFORE RESOLVED that Paterson Public Schools Board of Education approves the attached donation of goods from Engineering Tomorrow for implementation in the Paterson Public Schools.

Resolution No. F-31

PURPOSE: To make a revision to the resolution for Blacktop and Concrete Work (District Wide) Contract, PPS-218-23 for the 2023-2024 school year:

WHEREAS, at the Board of Education meeting on June 23, 2022, resolution number V-17 was approved by the Board, awarding a contract for Blacktop and Concrete Work to AA Berms, LLC, as the primary vendor, at 106 Mill Street, Belleville, NJ 07109 for the July 1, 2023 - June 30, 2024 school year with a not to exceed limit of \$200,000.00 annually; and

WHEREAS, it has been determined that additional projects will be required for the remainder of the fiscal year which will exceed the \$200,000.00 current limit and

WHEREAS, a requested increase in the not to exceed amount of \$40,000 is within the 20% increase allowable by law (N.J.A.C. 5:30-11, 3(a) 9); and

WHEREAS, the awarding of this contract is in line with the "A Promising Tomorrow", the Five-Year Strategic Plan 2019-2024, Goal Area #2: Facilities, Objective 4- Develop a

comprehensive preventative maintenance program that is geared towards the long term upkeep of all Paterson Public School facilities; and

THEREFORE BE IT RESOLVED, that the Paterson Public School District approves the revision and submits this resolution relating to the contract awarded for Blacktop and Concrete Work to AA Berms, LLC located at 106 Mill Street, Belleville, NJ 07109 to increase the not to exceed amount of \$200,000.00 by \$40,000.00 to an adjusted amount not-to-exceed \$240,000.00 for the 2023/2024 school year; and

Resolution No. P-32

WHEREAS, The Superintendent recommends the appointment, salary adjustments, transfers, supports the Paterson: A Promising Tomorrow Strategic Plan 2019-2024 which amongst its strategies goals is Priority I- Effective Academic Programs-Goal 1 - Increase Student Achievement; and

WHEREAS, The Board of the Paterson Public School District has reviewed the recommendation of the Superintendent; and

WHEREAS, The Board of the Paterson Board of Education communicated expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, personnel in compliance with the contractual and/or statutory requirements.

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the November 15, 2023 Board Meeting.

PERSONNEL

F.1 Motion to take action on personnel matters, as listed below; and appoint and submit to the County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:
(All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

A. POSITION CONTROL ABOLISH/CREATE

A1. Action to create and assign a substitute PC# for a Personal Aide to the following 504 Students: **Y.R.A., ID# 5255734** Student attends School 25 - **PC# 10870** and **A.C., ID# 5251169** Student attends School 13 - **PC# 10871**

Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

A2. Action requested to create a sub **PC# 10868** for an Instructional Aide for the K-2 LLD class at Dr. Hani Awadallah, teacher **Ms. Marie Scott**. An Instructional Aide is required to satisfy student/teacher ratio due to an exception to class size NJDOE approval.

A3. Action requested to create a sub **PC# 10869** for an Instructional Aide for the K-2 LLD class at School 28, teacher **Mrs. Regina Ladson**. An Instructional Aide is required to satisfy student/teacher ratio due to an exception to class size NJDOE approval.

A4. Action to create and assign a Substitute **PC# 10872** for a Personal Aide to 504 student **M.S., ID# 5266333**. Student attends Joseph A. Taub School. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

A5. To reclassify Secretary **PC# 2871** to Teacher High School Guidance Counselor at International High School. Effective 1/02/2024.

A6. Action to reclassify the following **PC# 3533** from District Security Supervisor to Lead Supervisor of Security Services. The lead supervisor shall supervise and support the district security workforce. Ensures that all requests from the Director of Security and Emergency Preparedness are carried out properly and efficiently.

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

C1. Request to process payment for five (5) employees for sick/vacation days due to: resignation/retirement/deceased/ RIF. As per contractual agreement. Please see attached roster. Effective 11/1/2023.

NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS										
Name	Hire date	Title	Loc	Term. Date	Term. reason	Vacation	Sick/ Personal	Salary	Daily Rate	Total
Franco, Thomas	1/25/2016	Teacher	055	10/25/23	Deceased		29.25	\$104,099	\$520.50	\$15,000.00
Gibbs, Nicole	9/1/2004	Vice Principal	02	10/21/23	Resignation	2		\$116,553	\$529.79	\$1,059.57
Perry, Joan	3/17/2003	Teacher	04	11/1/23	Retirement		45.25	\$111,533	\$557.67	\$25,234.34
Pou, Taina	10/18/2004	Coordinator	650	10/16/23	Resignation	1		\$96,976	\$404.07	\$404.07
Santos, Jose	2/8/2010	Chief Custodial	054	10/30/23	abandon position	6.5		\$66,465	\$276.94	\$1,800.09
									TOTAL	\$43,498.07

Account # 11.000.291.299.690.058.0000.000 Not to exceed \$ 43, 498.07

C2. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Non-Certificated** employees on the attached roster for the 2023-2024 school year(s)

(12) employees

Non Certificated Retirements/Resignations/Deceased				
Name	Location	Title	Term. Date	Reason

Alcantara Vega, Sandra	312	Food Serv. Substitute	9/30/2023	Termination
Amaro, Ursula	313	I.A	11/1/2023	Retirement
Chowdhury, Azizun	311	Food Service employee	10/14/2023	Resignation
Flood, Daisy	302	Personal Aide	11/1/2023	Retirement
Hoffstatter, Aaron	610	Treasurer	11/3/23	Resignation
King, Ronald	054	Security Supervisor	11/1/2023	Retirement
Luciano Vinicio	051	Food Serv. Employee	10/21/2023	Resignation
Orrala-Merchan, Blanca	311	Food Serv. Substitute	10/7/2023	Resignation
Pou, Taina	650	Coordinator of Academic Serv.	10/16/2023	Resignation
Santos, Jose	054	Custodial	10/30/2023	Abandon Position
Toribio, Nallely	312	Food Serv. Substitute	9/30/2023	Termination
White, Mecca	020	I.A	10/30/2023	Resignation

C.RESIGNATION/ RETIREMENT (CONT.)

C3. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Certificated** employee on the attached roster for the 2023-2024 school year(s) **(25) employees**

Certificated Retirements/Resignations/Deceased				
Name	Location	Title	Term. Date	Reason
Alterio Rachel	307	Teacher	11/4/2023	Resignation
Caramagna, Amy	077	Teacher	10/18/2023	Resignation
Carter, Leigh	010	Teacher	10/27/2023	Resignation
Deady, Donna	006	Teacher	10/24/2023	Resignation
Foerch, Christina	018	Teacher	10/14/2023	Resignation
Franco,Thomas	055	Teacher	10/25/23	Deceased
Garcia, Daniel	015	Teacher	10/29/2023	Resignation
Gibbs, Nicole	051	Vice Principal	10/21/2023	Resignation
Grant, Mitchel	025	Teacher	10/25/2023	Resignation
Gundlach, Rachel	026	Teacher	10/18/2023	Resignation
Hamdeh, Basel	084	Teacher	10/7/2023	Resignation
Jagad, Audreen	051	Teacher	11/6/2023	Resignation
Kellam, Quashinda	309	Teacher	11/6/2023	Resignation
Montes, Melody	004	Teacher	11/4/2023	Resignation
Mootoo, Heidi	013	Teacher	10/28/2023	Resignation
Nigro, Nicole	041	Teacher	10/10/2023	Resignation
Norton, Jordan	075	Teacher	10/28/2023	Resignation
Ozbek, Gulderen	055	Teacher	10/24/2023	Resignation
Perry, Joan	004	Teacher	11/1/2023	Retirement
Rahme, Marilyn	024	Teacher	11/4/2023	Resignation

Rasul, Elijah	084	Teacher	10/13/2023	abandon Position
Ruiz, Giovanna	066	Teacher	10/22/2023	Resignation
Schnorr, Kathleen	301	Teacher	10/21/2023	Resignation
Shahin, Brigitte	012	Teacher	10/21/2023	Resignation
Stoball, Emma	026	Teacher	10/31/2023	Resignation

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

F1. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Paid Leave** with the respective effective dates for the 2023-2024 school year (s). **(28) employees**

Certificated paid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE & DATE
Digiacomio, Helida	020	Teacher	Unauthorized Med. Using Days 9/20/23-10/12/23
Dransfield-Horn, Frances	301	Vice-Principal	Med. Using Days 10/12/23-1/5/24
Dunham, Celeste	002	Teacher	Med. Using Days 9/26/23-11/15/23(.5)
Fahmy, Rehab	313	Teacher	Med. Using Days 10/16/23-10/27/23
Farrell, Christopher	025	Teacher	Med. Using Days 9/19/23-10/9/23
Foster, Lariter	670	Teacher Nurse	Mat. Using Days 9/29/23-10/13/23
Franco, Joanne	670	Teacher	Med. Using Days 10/2/23-12/31/23
Gonzalez, Graciela	005	Teacher	Med. Using Days 10/19/23-11/13/23
Hackett, Natalie	060	Principal	Med. Using Days 10/10/23-11/30/23
Hammon, Doreen	052	Teacher	Med. Using Days 10/26/23-12/1/23
Kubis, Brad	030	Teacher	Unauthorized Paid Loa 10/4/23-On
Malzone, Diane	052	Teacher	Med. Using Days 10/9/23-11/30/23
McGuire, Natalie	009	Teacher	Med. Using Days 9/26/23-11/15/23
Morales, Mary jo	024	Teacher	Mat. Using Days 11/12/23-1/21/24
Matthews, Richard	610	Business Administrator	Unauthorized Paid Loa 10/19/23-11/2/23
Norman, Christina	003	Teacher	Paid Caregiver 10/23/23-1/31/24
Otero, Miguel	309	Teacher	Unauthorized Paid Loa 10/23/23-11/17/23
Palamar, Donna	006	Teacher	Unauthorized Med. Using Days 10/18/23-11/14/23
Perry, Joan	004	Teacher	Med. Using Days 10/13/23-10/31/23
Profita, Angela	309	Teacher	Paid Caregiver 10/5/23-10/27/23
Rieder, Kimberly	650	Supervisor Of School Based Literacy	Med. Using Days 10/30/23-12/11/23

Ruddy, Dana	020	Teacher	Mat. Using Days 10/23/23-12/31/23
Ruiz, Kishia	309	Teacher	Med. Using Days 10/5/23-10/31/23
Smith, Georgette	013	Teacher	Paid Caregiver 11/1/23-12/31/23
Torres, Madeline	004	Teacher	Unauthorized Med. Using Days 9/20/23-10/12/23
Velock, Janine	027	Teacher	Med. Using Days 10/3/23-12/26/23
Verrico, Dan	051	Teacher	Med. Using Days 11/1/23-11/30/23
Wood, Judith	003	Teacher	Unauthorized Paid Loa 9/28/23-10/18/23

F. LEAVES OF ABSENCE (CONT.)

F2. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2023-2024 school year(s). **(17) employees**

Certificated Unpaid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE
Acosta, Karina	410	Teacher	Unpaid FMLA/Maternity 10/16/23-11/17/23
Aramayo, Monica	052	Teacher	Unpaid FMLA/Medical 10/2/23-12/8/23
De Leon Sandy	001	Teacher	Unpaid Childcare 11/6/23-11/28/23
Debell Rosemary	307	Teacher	Unpaid FMLA Loa 9/29/23-11/17/23
Digiacomio, Helida	020	Teacher	Unauthorized Unpaid Loa 10/24/23-On
Foster, Lariter	670	Teacher Nurse	Unpaid FMLA/Maternity 10/16/23-1/5/24
Gordon, Rhonda	010	Teacher	Unpaid FMLA/Medical 10/2/23-12/8/23
Horta, Christina	313	Teacher	Unpaid FMLA/Medical 10/11/23-12/1/23
Lebron, Sherika	015	Teacher	Unauthorized Unpaid Loa 10/26/23-On
Paez, Andres	301	Teacher	Unauthorized Unpaid Loa 10/26/23-11/20/23
Patel, Janki	005	Teacher	Unpaid Maternity 9/1/23-10/30/23
Pavone, Alicia	655	Director of SPED	Unpaid FMLA/Childcare 10/1/23-2/5/24
Piliere, Alexis	301	Teacher	Unpaid FMLA/Medical 10/11/23-11/6/23
Robinson-Johnson, Ashley	077	Teacher	FMLA/Medical Intermittent-10/1/23-6/30/23
Ruiz, Kishia	309	Teacher	Unpaid FMLA/Medical 11/1/23-11/16/23
Wilson, Tiffany	052	Teacher	Unauthorized Unpaid Loa 10/11-11/24/23
Wood, Judith	003	Teacher	Unauthorized Unpaid Loa 10/19/23-On

F3. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Paid Leave** with the respective effective dates for the 2023-2024 school year(s) **(15) employees**

EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE & DATE
Abdelaziz, Maha	009	Cafeteria Monitor	Med. Using Days 10/11/23-10/25/23
Abuhamdeh, Zahiah	311	Food Service employee	Med. Using Days 9/21/23-10/13/23
Aquino, Rafaela	021	Lead Monitor	Paid Caregiver 9/28/23-10/20/23
Baldwin, Rose	005	I.A	Med. Using Days 10/12/23-10/31/23
Calatayud, Evelyn	311	Food Service Manager	Med. Using Days 10/2/23-11/3/23
Chowdhury, Azizun	311	Food Service employee	Unauthorized Med. Using Days 9/27/23-On
Eid Hoda	002	I.A	Med. Using Days 9/19/23-10/17/23
Maldonado, David	643	Tech. Coordinator	Med. Using Days 10/10/23-11/30/23
Mapp, Neil	680	Chief Officer of Facilities	Med. Using Days 10/30/23-12/07/23
Mc Fadden, Johnnie	033	Lead Monitor	Unauthorized Med. Using Days 9/26/23-10/6/23
McCombs-Re'Voal, Sharon	051	School Secretary	Med. Using Days 9/25/23-10/31/23
Medina, Alicia	311	Food Service Employee	Med. Using Days 10/2/23-10/9/23
Rivera, Digna	309	I.A	Med. Using Days 9/11/23-11/13/23
Rodriguez, Joseph	307	Security Officer	Med. Using Days 9/14/23-10/31/23
Staton, Sherman	030	Personal Aide	Unauthorized Paid Loa 10/4/23-12/11/23

F. LEAVES OF ABSENCE (CONT.)

F4. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of Unpaid Leave with the respective effective dates for the 2023-2024 school year(s) **(14) employees**

Non Certificated Unpaid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE
Barker, Lindsay	865	Chronic Absenteeism Specialist	Unpaid 10/23/23-11/3/23
Bragg, Wayne	643	Pc Technician	Unpaid Medical 10/20/23-11/16/23
Eid, Hoda	002	I.A	Unauthorized Unpaid Loa 10/19/23-On
Flood, Daisy	302	Personal Aide	Unauthorized Unpaid Loa 10/2/23-On
Genao, Alba	030	Personal Aide	Unpaid Loa 9/25/23-11/7/23
Gonzalez, Zoraida	301	School Secretary	Unauthorized Unpaid 9/22/23-10/5/23
Hernandez De Perez, Maritza	309	Cafeteria Monitor	Unpaid Loa 10/17/23-On
Mason, Charday	002	I.A	Unpaid FMLA/Maternity 11/1/23-1/31/2024
McCombs-Re'Voal, Sharon	051	School Secretary	Unpaid FMLA/Medical 11/1/23-12/25/23
Morris, Michelle	036	Cafeteria Monitor	Unpaid Loa 11/1/23-11/16/23

Samuels, Quashon	030	Personal Aide	Unpaid FMLA/Medical 10/13/23-11/10/23
Santana, Yngrid	015	Café Monitor	Unauthorized Unpaid 10/4/23-On
Waker, Elridge	055	I.A	Unpaid FMLA/Medical 10/13/23-11/21/23
White, Mecca	020	I.A	Unauthorized Unpaid 10/26/23-On

F5. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2023-2024 school year(s). **(17) employees**

Certificate Return to Active Status				
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE	RETURN DATE
Baye, Matilda	655	Teacher	Unauthorized Med. Using Days 10/18/23-On	11/2/2023
Camacho, Edwin	053	Teacher	Unpaid FMLA/Caregiver 10/2/23-11/1/23	11/2/2023
Digiacono, Helida	026	Teacher	FMLA/Medical 10/24/23-10/27/23	10/30/2023
Dorino, Gloria	077	Teacher	Med. Using Days 9/26/23-10/20/23	10/23/2023
Fahmy, Rehab	313	Teacher	Med. Using Days 10/16/23-10/27/23	10/30/2023
Farrell, Christopher	025	Teacher	Med. Using Days 9/19/23-10/9/23	10/10/2023
Kubis, Brad	030	Teacher	Unauthorized Paid Loa 10/4/23-10/24/23	10/25/2023
Lebron, Sherika	015	Teacher	Med. Using Days 10/2/23-10/24/23	10/25/2023
Mahler, Sara	034	Teacher	Unauthorized Paid Loa 10/13/23-10/20/23	10/23/2023
Matari, Dalya	301	Teacher	Unpaid LOA 9/1/23-10/17/23	10/18/2023
Profita, Angela	309	Teacher	Paid Caregiver 10/5/23-10/27/23	10/30/2023
Soriano, Delia	025	Teacher	Med. Using Days 10/2/23-10/15/23	10/16/2023
Stay, Letha	018	Teacher	Paid Loa 10/5/23-10/11/23	10/16/2023
Ugwuneri, Zephaniah	307	Teacher	Unauthorized Paid Loa 10/13/23-10/20/23	10/23/2023
Wilson, Patricia	005	Teacher	Med. Using Days 10/5/23-10/17/23	10/18/2023
Wood, Judith	003	Teacher	Paid Loa 9/28/23-10/18/23 & Unpaid 10/19/23-10/29/23	10/30/2023
Wright, Matthew	021	Teacher	Unauthorized Paid Loa 10/23/23-10/30/23	10/31/2023

F. LEAVES OF ABSENCE (CONT.)

F6. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2023-2024 school year(s) **(25) employees**

Noncertificate Return to Active Status				
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE DATE	RETURN DATE
Abdelaziz, Maha	009	Cafeteria Monitor	Med. Using Days 10/11/23-10/25/23	10/26/2023
Abuhamdeh, Zahiah	311	Food Service employee	Med. Using Days 9/21/23-10/13/23	10/16/2023

Aly, Manar	313	Personal Aide	Unpaid FMLA/Medical 10/2/23-10/30/23	10/31/2023
Aquino, Rafaela	021	Lead Monitor	Paid Caregiver 9/28/23-10/20/23	10/23/2023
Baldwin, Rose	005	I.A	Med. Using Days 10/12/23-10/31/23	11/1/2023
Carter-Stephens, Doreen	004	Scholl Secretary	Unauthorized Med. Using Days 10/12/23-10/20/23	10/23/2023
Cruz, Jonathan	033	Custodial Chief	Med. Using Days 8/9/23-11/1/23	11/1/2023
Faddoul, Faeda	041	Personal Aide	Unauthorized Paid Loa 9/8/23-10/4/23	10/5/2023
Gonzalez, Zoraida	301	School Secretary	Unauthorized Unpaid 9/22/23-10/5/23	10/6/2023
Llano-Doherty, Christina	605	Worker's Compensation Manager	Maternity Using Days 8/7/23-10/30/23	10/31/2023
Maute, Pablo	055	Security Supervisor	Med. Using Days 10/5/23-10/13/23	10/16/2023
Mc Fadden, Johnnie	033	Lead Monitor	Unauthorized Med. Using Days 9/26/23-10/10/23	10/11/2023
Medina, Alicia	311	Food Service Employee	Med. Using Days 10/2/23-10/9/23	10/10/2023
Memish, Seljajdin	001	Chief Custodial	Unauthorized Loa 10/9/23-10/13/23	10/16/2023
Oliver, Eric	683	Security	Unauthorized Med. Using Days 9/29/23-10/6/23	10/10/2023
Rizack, Shirell	650	Administrative Assistant	Unpaid FMLA/Caregiver 10/2/23-10/31/23	11/1/2023
Rodriguez, Eliza	650	Exc. Supervisor	Unauthorized Unpaid Loa 10/16/23-10/20/23	10/23/2023
Rodriguez, Joseph	307	Security Officer	Med. Using Days 9/14/23-10/31/23	11/1/2023
Sanchez, Marianny	002	Personal Aide	Med. Using Days 9/1/23-10/11/23	10/12/2023
Santana, Ynggrid	015	Café Monitor	Unauthorized Unpaid 10/4/23-10/9/23	10/10/2023
Scott, Anica	033	I.A	Unpaid FMLA 10/2/23-10/10/23	10/11/2023
Torres, Arlene	316	Lead Monitor	Unpaid FMLA/Medical 9/29/23-10/6/23	10/10/2023
Ventura-Rodriguez, Arelis	311	Food Serv. Employee	Unauthorized Paid Loa 10/19/23-10/30/23	10/31/2023
Villanueva, Andres	020	Custodial Chief	Med. Using Days 9/28/23-10/31/23	11/1/2023
Webber, Mary	051	Personal Aide	Unauthorized Paid Loa 10/13/23-10/23/23	10/24/2023

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Cabrera	Fioralda	Food Services Dept.	Acting Food Services Manager	\$30,359.00	filling vacancy
G2	Cappella	Christina	Human Resources	Coordinator of Position Control / Employee Verifications	\$55,000.00	filling vacancy

G3	Davis	Chamekea	ATMA	IA Alternative Education	\$43,276.00	filling vacancy
G4	Duran	Isaura	JFK	Teacher Coordinator of Multilingual Students	\$99,025.00	appointment
G5	Fontalvo	Brigitte	Human Resources	Human Resources Partner	\$60,000	filling vacancy
G6	Kochman	Scott	JAT	Teacher Phys. Ed/Health	\$79,618.00	filling vacancy
G7	Marotta	Joanne	JFK	Teacher Nurse	\$99,025.00	filling vacancy
G8	Plaskon	Helena	School #25	Teacher Preschool Sp. Ed.	\$61,735.00	filling vacancy
G9	Polay	Amy	School # 2	Teacher Grade 3	\$68,755.00	filling vacancy
G10	Rios-Otto	Liza	650 Academic Services	Director of Multilingual Learners	\$125,000 + \$9,500 longevity = \$134,500 total	filling vacancy
G11	Ruppel	Kyle	Human Resources	Supervisor of Human Resources/Network Services	\$85,000	filling vacancy
G12	Zemon	Tom	Rosa Parks HS	Teacher Drama	\$79,880.00	filling vacancy

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Gomez Gomez	Cely	School # 2	Personal Aide w/ Student FVP 5231754	no change	internal transfer
H2	Gonzalez	Andres	School # 20	Personal Aide w/ RM 5222139	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

L1. Action is requested to pay **Mrs. Michelle Adams** for lunch coverage at the contractual rate of \$2,000, for a total of 180 days at Senator Frank Lautenberg School for the 2023-2024 school year.

Account# 15.130.100.101.006.056.0000.000

Not to exceed: \$2,000.00

L2. Action requested to hire employees for the Turnaround School Stipend for extending day on Fridays for 2023-2024 School Year.

Luis Davila - Teacher **PC# 867** at 60% - \$3,300

Mervin Griffiths – Teacher **PC# 1565** at \$5,500

L3. Request to compensate **Patricia Spiliotopoulos** for teaching an additional class. According to the contract Mrs. Spiliotopoulos is entitled to a reduction in her teaching schedule of two class periods for doing the school yearbook. The reduction in class periods is not possible with the 2023-2024 class schedule. Mrs. Spiliotopoulos has three English IV classes and one Yearbook Publication and Design class for a total of four classed from 9/07/2023 – 6/30/2024.

L4. Request for **Patricia Spiliotopoulos** for preparation of all student body identification cards for the 2023-2024 school year. Ms. Spiliotopoulos will work no more than fifteen hours from September 12 to October 18. The amount will not exceed \$525.00. The rate is \$35.00 an hour. -Set up ID System on school computer.

-Photographed all incoming freshmen.

-Uploaded photos onto Infinite Campus.

-Printed IDs for all student body.

Account# 15.421.100.101.053.053.0000.000 Not to exceed: \$525.00

L5. Action to stipend (1) Instructional Aide and (1) substitute to perform an After School Program. Program will run from October, 2023, or after board approval. The Instructional Aide will work from 3:10 p.m. to 5:10 p.m., Mondays through Thursdays on days when program is running. Program Dates: October, 2023 through April, 2024.

1 Instructional Aide x 2 hours x \$25.00 an hour x 80 days = \$4,000.00

Instructional Aide - **Ms. Valentina Medina**

Instructional Aide (Sub) - **Ms. Norma Gonzalez**

Account# 20.238.100.101.653.083.1024.001 Up to and not to exceed: \$4,000.00

L. STIPENDS / CONT.

L6. Action to stipend twelve (12) teachers and two (2) substitutes to perform an After School Program. Program will run from October, 2023, or after board approval. The Teachers will work from 3:10 p.m. to 5:10 p.m., Mondays through Thursdays on days when program is running. Program Dates: October, 2023 through April, 2024.

12 Teachers x 2 hours x \$35.00 an hour x 80 days = \$67,200.00

Teachers (12)	Ms. Fontana, Janet	PC 3385
	Ms. Drakeford, Colette	PC 5310
	Ms. Rodriguez, Ayana	PC 1288
	Ms. McAnuff, Michelle	PC 2505
	Ms. Naqi, Saira	PC 1761
	Ms. Cordova, Evelyn	PC 2482

	Ms. Ehrenger, Dawn	PC 1031
	Ms. Crawford, Constance	PC 2963
	Ms. Tiburcio, Isabelle	PC 3272
	Ms. Fabian, Vianel	PC 741
	Ms. Vizcaino, Katherine	PC 6527
	Mr. Taylor, Christopher	PC 3453
Sub Teachers	Ms. DeFillipo, Dawn	PC 3270
	Ms. Anderson, Megan	PC 317

Account# 20.238.100.101.653.083.1024.001 Up to and not to exceed: \$67,200.00

L7. Action request to hire **Joann McKinney**, a part time Reading Specialist for School #12. Total number of hours per week not to exceed 19hrs. School # 12
Work Schedule: 8:15 a.m. to 3:10 p.m. – Tuesdays and Wednesdays only.

Account# 20.238.100.101.653.000.1012.001 Cost not to exceed: \$40,387.00

L8. To provide contractual stipend amount of \$7,172 to Vocal Music Director, **John Chapman** for the 2023-2024 School Year. First half. \$3,586.00 to be paid in December 2023 and second half, \$3,586.00, to be paid in June 2024.

Account# 15.421.100.101.052.053.0000.000 Not to exceed: \$7,172.00

L9. To provide contractual stipend amount of \$6,515 to Instructional Music Coach, **William Newrock** for the 2023-2024 School Year. First half. \$3,257.50 to be paid in December 2023 and second half, \$3,257.50, to be paid in June 2024.

Account# 15.421.100.101.052.053.0000.000 Not to exceed: \$6,515.00

L10. To compensate one (1) High School Guidance Counselor **Desiree Douglas** for services provided July 2023 – August 2023. Compensation is \$35.00 per hour not to exceed \$2,275.00

Account# 15.000.218.104.052.053.0000.000 Not to exceed: \$2,275.00

L. STIPENDS / CONT.

L11. To hire certificated staff to support the PS12 Daily 7:15-8:15am Before School Homework Support Program to commence November 20 through June 14, 2024. Program total hours not to exceed 230 hours. Program Budget not to exceed total \$8,100.

Staff Names: **Laurie Osback, Yesenia Roman, Nikki Kreitz, Jeimy Rosario**

Account# 154.21.100.101.012.053.000

L12. To hire 9 staff members to alternate voluntary cafeteria coverage for lunch stipends at Alonzo "Tambua" Moody Academy for 2023-2024 School Year.

The 9 staff member are as follows:

1. **Brian Veal – PC# 2965**
2. **Alisha Brown – PC# 2862**
3. **Rahmann Brown – PC# 889**
4. **Nicholas Consoli – PC# 561**
5. **Kashima Tyler – PC# 2374**
6. **Edwin Perez – PC# 1092**
7. **Kavon Stewart – PC# 2859**
8. **Michelle Hibbert – PC# 1649**
9. **Leslie Dickerson – PC# 3510**

Account# 15.423.100.101.077.056.0000.000

Not to exceed: \$8,000.00

L13. Action to approve compensation for the attached list of Paterson Public School staff members as part of the Taub/Doby Foundation for the basketball program in accordance with established program salary guides as referenced in Board Resolution approved October 18, 2023 (I&P-37), at an amount not to exceed \$48,500.00.

FIRST NAME	LAST NAME	SCHOOL	TITLE	SALARY
WESLEY	KLINE	2	BASKETBALL COACH	\$1,000.00
JOHN	MENDEZ	4	BASKETBALL COACH	\$1,000.00
LAMAL	MATTIEX	6	BASKETBALL COACH	\$1,000.00
KADAISHA	HAMMONDS	6	CHEERLEADING COACH	\$1,000.00
ASSER	ZAKI	9	BASKETBALL COACH	\$1,000.00
LAWRENCE	SMITH	10	BASKETBALL COACH	\$1,000.00
CAROL	BROWN	10	CHEERLEADING COACH	\$1,000.00
ELIJAH	MCCOLLUM	13	BASKETBALL COACH	\$500.00
TERANCE	THOMPSON	13	BASKETBALL COACH	\$500.00
YOLANDA	DOCK	13	CHEERLEADING COACH	\$500.00
JARROD	ROGERS	16	BASKETBALL COACH	\$1,000.00
KATELYN	GJINI	16	CHEERLEADING COACH	\$1,000.00
RAYMOND	RIVERA	18	BASKETBALL COACH	\$1,000.00
HATTIE	JOHNSON	21	CHEERLEADING COACH	\$1,000.00
CHRISTOPHER	TAYLOR	24	BASKETBALL COACH	\$500.00
TRACEY	WALSTON	24	BASKETBALL COACH	\$500.00
SAMANTHA	EMERY-ALLEN	24	CHEERLEADING COACH	\$1,000.00
ALVIN	BUSH	25	BASKETBALL COACH	\$1,000.00
CHANIYA	HILL	25	CHEERLEADING COACH	\$1,000.00
THADDEUS	CHESTNUT	26	BASKETBALL COACH	\$1,000.00
MYESHIA	ROBINSON	26	CHEERLEADING COACH	\$1,000.00
MIGUEL	RODRIGUEZ	28	BASKETBALL COACH	\$1,000.00
BAKI	BAYKAL	DR. HANI	BASKETBALL COACH	\$1,000.00
CHRISTOPHER	ALBURGUERGUE	JAT	BASKETBALL COACH	\$1,000.00
REV. MARCUS	DEBNAM	JAT	BASKETBALL COACH	\$0.00
DARLENE	WADE-GIBSON	JAT	CHEERLEADING	\$1,000.00

			COACH	
KEVIN	RODWELL	NRC	BASKETBALL COACH	\$1,000.00
DARRYL	WASHINGTON	NSW	BASKETBALL COACH	\$500.00
JOSEPH	WILLIAMS	MLK	BASKETBALL COACH	\$1,000.00
EMILY	WALSH	MLK	CHEERLEADING COACH	\$1,000.00
SUZY	RIMOH	YMA	BASKETBALL COACH	\$1,000.00
JAMAL	SLAPPY	LEAGUE	DRIVER	\$2,000.00
NYHA	MATHIS	SITE	ASST COORDINATOR	\$2,000.00
CHARLES	HILL	SITE	ASST COORDINATOR	\$1,000.00
GENEA	VEAL	SITE	ASST COORDINATOR	\$1,000.00
BENJIE E.	WIMBERLY	LEAGUE	COORDINATOR	\$6,000.00
JANNET	VILCHEZ	SITE	COORDINATOR	\$4,000.00
TRAVELLE	PINKETT	CHEERLEADING	COORDINATOR	\$2,500.00
ENRIQUE	MORALES JR.	LEAGUE	ASSISTANT	\$1,000.00
JAMES	MAGAZINE	OFFICIALS	ASSIGNOR	\$2,000.00
				\$48,500.00

Account# 11.800.330.100.700.053.0000.000

Not to exceed: \$48,500.00

M. AMENDMENTS

M1. Action to amend **PTF# 24-816** to adjust the name of **Adriana Morillo**, IA Bilingual at NCHS in **PC# 3490** to **Adriana Morillo de Rivero**.

N. ATTENDANCE INCENTIVES

N1. Process payments for the attached list as outlined in the negotiated agreement between the district and the Non-Bargaining contract for the Vacation Day Buy-Back program. Payments are due on November 30, 2023.

Last Name	First Name	Location	NONBARG	Buy-Back Days	Daily Rate	TOTAL TO BE PAID
TANNER	SABRINA	643 NETWORK TECHNOLOGY	X	10	\$212.53	\$2,125.30
RODRIGUEZ	GLORYVETTE	610 BUSINESS ADMINISTRATION	X	10	\$364.98	\$3,649.80
						\$5,775.10

O. SICK/VACATION DAY PAY OUT

P.WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

Q1. The PEA and COSA contract mandates payments to PEA and COSA members who waive their health benefits coverage. In accordance with Paterson Public Schools' policy, employees who are members of the Non-Bargaining Group will also be eligible for these payments. In accordance with State Law these payments cannot exceed the

lesser of 25% of the employer savings or \$5,000 per employee per year. For the November 15, 2023 board meeting.

Account # FUND 20s per attached list Health Benefits Not to Exceed \$76,968

Account # Fund 11 account per attached list Health Benefits Not to Exceed \$172,294

Account # Fund 15 account per attached list Health Benefits Not to Exceed \$661,960

TOTAL PAYMENTS Not to exceed \$911,222

LAST NAME	FIRST NAME	HB Account	Waiver Payment = 25% Employer Share DECEMBER PAYMENT
ABADA	YACINE	11000222270690	2,635.00
ABAYHAN	SEYHAN	202182912707050000000002	2,219.00
ABDALLAH	JALAL	11000222270690	3,074.00
AGOSTO	OLIVERTO	150002912700840000000000	931.00
AJAMI	CAROLINE	150002912700360000000000	1,016.00
ALAM	MAHMUDA	150002912703070000000000	1,256.00
ALEJO	SHANNON	150002912703010000000000	3,274.00
ALFORD	BRENDA	150002912700510000000000	2,330.00
ALI	KAMRAN	11000222270690	3,553.00
ALPACA MOSCAYZA	DAVID	150002912700240000000000	3,154.00
ALY	MANAR	11000217270690	3,833.00
AMMAR	MERVAT	11000217270690	3,833.00
ANDREK 11/18	LITTLEFINGER	150002912700150000000000	720.00
ANDREWS 11/18/23	WILLIAM	11000217270690	769.00
ARABIAMEYER	EDWARD	150002912700510000000000	2,755.00
ARACENA	ELENA	204872912706530001655001	1,227.00
ASMA	FARIDA	202182912707050000000002	2,755.00
AVITABILE	MONICA	150002912700200000000000	931.00
AZZOLINI	CAROLYN	204872912706530001650001	1,969.00
BARKSDALE	HEATHER	150002912700120000000000	3,354.00
BARONE	RONALD	150002912700180000000000	2,755.00
BARRAZA	LUIS	150002912700510000000000	3,274.00
BAUERNSCHMIDT	DEIDRE	150002912700050000000000	2,755.00
BENJAMIN	CYNTHIA	11000230270690	3,114.00
BERARDO	BROOKE	11000216270690	2,755.00
BERNAL	CATHERINE	150002912700090000000000	3,354.00

BERNARD	ERICA	150002912700210000000000	2,052.00
BERTHOLD	RENEL	150002912703070000000000	1,969.00
BINI	NATALIE	150002912700200000000000	3,673.00
BRANWELL	MAURICIO	150002912700510000000000	931.00
BROWN	DIANA	150002912703070000000000	3,154.00
BROWN	PATRICIA	150002912700550000000000	2,755.00
BRUINS	MAUREEN	11000221270690	945.00
BUGG	SHARRIEFF	11000217270690	2,330.00
CAMPBELL	CHANTELLE	11000221270690	2,994.00
CAMPO	BERTHA	150002912700100000000000	3,114.00
CANGELOSI	LISA	11000216270690	1,789.00
CARMICHAEL	ALEISHA	11000251270690	3,553.00
CARNERO	LILLIAN	150002912700180000000000	3,154.00
CARRIERO	DOMENICO	150002912700090000000000	2,635.00
CARTAGENA (Pagan)	DEYANIRA	150002912700180000000000	2,635.00
CARTER	SHAQUEETA	11000266270690	1,708.00
CASCAMO	JO ANN	150002912700250000000000	1,830.00
CASTANEDA DIAZ	DAISY	150002912700080000000000	3,833.00
CASTANEDALEE	CLAUDIA	150002912700130000000000	2,755.00
CASTRIGNANO	JOAN	150002912700260000000000	3,354.00
CECALA	REBECCA	150002912703010000000000	2,635.00
CHEFF	ALISA	150002912700210000000000	3,354.00
CHOUDHURY	UMAMA	150002912700410000000000	3,793.00
CHOWDHURY	FATHEMA	11000217270690	3,793.00
CHOWDHURY	TAHMINA	150002912700050000000000	3,354.00
CHOWDHURY	FARZANA	206212912704100000000001	1,284.00
COBB	LINDA	206212912704100000000001	931.00
COBOS	JOHN	150002912703090000000000	2,755.00
COLEY	KIMINIE	150002912700550000000000	3,074.00
CONSIGLIO	DAWN	150002912700180000000000	2,755.00
CONYERS	THOMAS	150002912700210000000000	2,330.00
CORNISH	MARY	202182912707050000000002	3,154.00
CORREA	JOSE	150002912700030000000000	2,635.00
COSTA	MARAYAH	11000219270690	3,354.00
COUGHLIN	MEGHAN	11000216270690	2,755.00
COZART	DAVID	11000221270690	1,830.00
CRAWFORD	WENDELL	150002912700510000000000	2,755.00
CRUZ	MARTHA	150002912700550000000000	3,274.00

CRUZ	JORGE	136022002704100000000000	2,755.00
CRUZ	EDGAR	150002912703070000000000	2,219.00
DALY	VICTORIA	150002912700270000000000	3,114.00
DAVID	UDEME	150002912700070000000000	3,074.00
DAVINO	KAREN	150002912700250000000000	3,114.00
DAVIS	DEIDRE	150002912700150000000000	3,354.00
DE LEON	SANDY	11216100270690	1,044.00
DE VRIES	JEANETT	150002912700520000000000	2,875.00
DECKER	JAY	150002912700510000000000	2,994.00
DEL CONTE	ANDREW	150002912700550000000000	2,875.00
DELEON	JANNILKA	11000219270690	2,875.00
DELLAPESCA	DONNA	150002912703070000000000	2,875.00
DELORENZO	MARC	150002912700510000000000	2,755.00
DEPASCALE	CARA	150002912700750000000000	945.00
DEPERI	DANIELLE	150002912700410000000000	1,830.00
DESTEFANO	YOLANDA	150002912703130000000000	2,755.00
DEVY	NATALIE	11000219270690	3,354.00
DIAZ	DORITA	150002912700070000000000	3,913.00
DIAZ	VERONICA	150002912700410000000000	3,833.00
DIGIACOMO	HELIDA	150002912700190000000000	1,830.00
DINGLE	CHRISTOPHER	11000251270690	3,074.00
DURAN	ARIEL	150002912700510000000000	2,755.00
EICHENBAUM	EDWARD	150002912700300000000000	3,354.00
ELLIS	DEAN	150002912703070000000000	2,033.00
ELMAHJOUBI	MOHAMED	150002912703070000000000	3,354.00
ELZAHABY	SALWA	11000217270690	3,833.00
EMERYALLEN	SAMANTHA	150002912700240000000000	2,994.00
FABIAN	VIANEL	150002912700240000000000	3,154.00
FADEL	IVONNE	11000219270690	2,635.00
FALCIGLIATHOMPSON	DONNA	150002912700510000000000	2,755.00
FARID	MOHAMMAD	11000222270690	3,553.00
FELICIANO	JESSICA	150002912700080000000000	3,354.00
FELIZGARCIA	NORKIN	150002912703160000000000	2,755.00
FERRANTE	KEITH	150002912703070000000000	1,016.00
FERRER	CHARLES	11120100270690	2,755.00
FLORES	MARLON	150002912703160000000000	3,114.00
FONDER	PAULA	11000217270690	2,579.00
FRANCO	THOMAS	150002912700550000000000	2,755.00
FRANKLIN	BARBARA	150002912700040000000000	3,793.00

FULLAM	JAIME	150002912700240000000000	3,114.00
GAINES	LANCE	11000251270690	2,635.00
GARCIA	ANNE	150002912700240000000000	3,354.00
GARCIA	MADELINE	11000216270690	3,354.00
GARCIA	RAMONA	150002912700150000000000	1,830.00
GARCIA	RICARDO	150002912700510000000000	2,115.00
GELO	RICARDO	609103102703100000000000	2,635.00
GERALD	LORI	150002912700010000000000	2,163.00
GERALD	SIERRA	150002912700010000000000	3,114.00
GERON	JAMES	150002912703160000000000	2,219.00
GIGLIO	PAUL	150002912703070000000000	2,755.00
GIL	JAQUELINA	150002912700020000000000	2,219.00
GIL	EVANGELISTA	150002912700540000000000	1,284.00
GILLISPIE	ANDREA	150002912700210000000000	2,080.00
GLATZ	ERIC	150002912703070000000000	2,755.00
GOLDENBERG	TATYANA	150002912700300000000000	2,025.00
GONZALEZ	CINDY	150002912700240000000000	3,673.00
GONZALEZ	GRACIELA	11000219270690	3,154.00
GONZALEZ	LYNETTE	11000251270690	2,635.00
GOODREAU	JENNA	150002912700300000000000	2,635.00
GORA	URSZULA	150002912700080000000000	3,274.00
GORDON	MICHAEL	150002912700550000000000	1,969.00
GRAYSON	TERRENE	150002912700280000000000	3,473.00
GRECO	CYNTHIA	202182912707050000000002	2,755.00
GUILLIAM	SHARI	150002912700050000000000	3,274.00
GUTHRIE	MICHAEL	150002912700020000000000	3,274.00
HALL	REGGIE	150002912703070000000000	2,755.00
HAMDEH	ZYNAB	150002912700270000000000	2,219.00
HAMMOND	AMBER	150002912700260000000000	1,044.00
HARRIS	TODD	150002912703070000000000	2,755.00
HASHEM	SOUHIR	150002912700300000000000	3,553.00
HENNESSY	DONNA	150002912700250000000000	2,994.00
HERNANDEZ	ERIKA	150002912700200000000000	3,114.00
HERNANDEZ	NICOLETTE	150002912700200000000000	2,219.00
HILL	CHANTANETTE	150002912700100000000000	3,154.00
HIRSCHFELD	DANA	150002912700240000000000	1,044.00
HOUTHUYSEN	GLENN	150002912700270000000000	2,755.00
HULL	CAROLINE	150002912700060000000000	3,274.00
HUMPHREY	RONALD	150002912700770000000000	2,052.00

HUSSEIN	DAOUD	150002912700770000000000	3,274.00
HYLAND	LA SHONDA	204832912706530001683001	2,548.00
IACOBELLI	GEORGE	150002912700300000000000	2,330.00
INFANTERIOS	ANA	150002912700150000000000	2,755.00
ISAAC	DONNELL	150002912700520000000000	2,330.00
ISHAK	NATASHA	204872912706530001655001	2,524.00
JACKSONBARRETT	CYNTHIA	11000266270690	1,969.00
JACOBS	TIFFANY	11000219270690	1,143.00
JAVIER	JUANA	150002912700100000000000	2,875.00
JEFFERSON	TAKEYIA	150002912700420000000000	2,277.00
JEROME	PIERRE	150002912700060000000000	945.00
JIMENEZ	CYNTHIA	11000270270690	3,553.00
JIMENEZ	GABRIELLE	150002912700150000000000	3,354.00
JIMENEZ	NICOLE	150002912700150000000000	2,875.00
JOHNSON	STACEY	11000219270690	1,830.00
KASSTEEN	TRACY	150002912700340000000000	2,755.00
KEARNS	GEMA	150002912700080000000000	2,006.00
KELLEY	KEITH	150002912700600000000000	2,330.00
KELLY	RYAN	150002912703010000000000	2,755.00
KING	RONALD	150002912700540000000000	3,114.00
KIRA	DEBRA	150002912703070000000000	1,016.00
KITTNERSHENMAN	JENNIFER	150002912700050000000000	2,755.00
KLINE	VERNON	150002912703160000000000	3,673.00
KORDECKI	AMANDA	150002912700130000000000	3,354.00
KORZINEK	PAMELA	150002912700770000000000	2,755.00
KRANKEL	TINA	150002912700190000000000	2,755.00
KREITZ	NIKKI	150002912700120000000000	1,830.00
KUGLIN	LIA	150002912700020000000000	2,755.00
KWIECINSKI	LEIGH ANN	150002912700130000000000	2,755.00
LAKIND	CHRISTINA	150002912700280000000000	2,755.00
LARABI	HOUSNIA	150002912703160000000000	3,354.00
LEIVA	CHRISTINE	150002912703070000000000	3,274.00
LEON	IRENE	202182912707050000000002	3,793.00
LESTER	SIMON	150002912700750000000000	3,354.00
LEWICKI	KENDRA	150002912700050000000000	1,044.00
LEWIS	VENESSA	150002912703070000000000	1,284.00
LEWIS	RONALD	150002912700280000000000	1,101.00
LOPEZ	JOHN	204872912706530001655001	2,755.00
LOPEZ	NATALIA	11000219270690	1,044.00

LOUGHNANE 12/2	CHRISTINA	150002912700060000000000	838.00
LOUKAS	SOFIA	202182912707050000000002	3,274.00
LYDE	RAY	150002912700510000000000	1,914.00
MAAS	CHERYL	150002912700010000000000	1,789.00
MALDONADO	DAVID	11000222270690	3,114.00
MALKI	BRANDON	150002912700210000000000	3,354.00
MANDELBAUM	ELIZABETH	202182912707050000000002	2,994.00
MANDY	STEPHANIE	150002912700090000000000	3,274.00
MARTE	JULIA	150002912703010000000000	3,114.00
MARTE	JOSEPH	150002912700180000000000	2,755.00
MARTE	ROSA	204872912706530001655001	2,548.00
MARTIN	RYAN	150002912703070000000000	3,354.00
MARTINEZ	TANA	150002912703070000000000	3,354.00
MARTINEZ	NANCY	150002912703160000000000	3,354.00
MARTINEZ	TAISHA	150002912700270000000000	3,354.00
MATHIS	JOHN	150002912700510000000000	3,274.00
MATTHEWS	RICHARD	11000251270690	2,635.00
MAUTE	PABLO	150002912700550000000000	2,052.00
MC KOY	TAMISHA	11000218270690	2,635.00
MCCABE	ORNELDA	11216100270690	3,354.00
McCOLLUM	ANDRE	150002912700510000000000	1,830.00
MCCOY	JUSTIN	206212912704100000000001	1,227.00
MCDUFFIE	JAMIE	11000217270690	3,473.00
MCFADDEN	OPHELIA	150002912700750000000000	2,755.00
MEJIA	ADRIANNA	11000266270690	2,277.00
MELENDEZ	JUAN	150002912703090000000000	3,473.00
MIRANDA	CARLOS	150002912700540000000000	2,914.00
MIRANDA ALVAREZ	SULVY	202182912707050000000002	2,576.00
MIZDOL	KAITLYN	150002912700750000000000	2,219.00
MOORE	LENNY	11000218270690	1,830.00
MORALES	MARY JO	150002912700240000000000	2,219.00
MORRISON	STARR	11000219270690	2,080.00
MORRISROBERTS	STEPHANIE	150002912700510000000000	2,635.00
MOYETTWRIGHT	MELISSA	150002912700530000000000	2,755.00
MUCKLE	ANDREW	150002912700060000000000	2,080.00
MULLER	PATRICIA	150002912700410000000000	2,755.00
MUNGENJUGUNA	EMILY	202182912707050000000002	1,830.00
MUNIZ	ISAAC	150002912703090000000000	1,284.00
NARVAEZ	CLAUDIA	150002912700180000000000	2,755.00
NAVARRO	NEICY	150002912700210000000000	

			2,755.00
NELSON	JEFFREY	150002912703070000000000	2,875.00
NISSAN	LAUREN	11000216270690	2,755.00
NORMAN	JACQUELYN	150002912700750000000000	2,755.00
NORMAN	MICHAEL	150002912700180000000000	2,755.00
OBANDO	KENNETH	150002912703070000000000	1,129.00
O'BRIEN	ALAYNA	202182912707050000000002	1,044.00
OLIMPIO	STEVEN	11000266270690	2,994.00
OLIVER	ERIC	11000266270690	2,330.00
OLIVERA	CECILIA	150002912700340000000000	2,219.00
OLSEN	NICOLE	150002912700070000000000	2,755.00
OMAR	DWAYNNE	150002912700300000000000	2,755.00
ORBE	EVELYN	202182912707050000000002	2,219.00
ORISHAK	STACEY	206052912704100000000002	3,354.00
PAGAN	YASMIN	150002912700510000000000	2,635.00
PAGAN	EDWIN	11000221270690	1,101.00
PALMER	RENAE	150002912700330000000000	3,154.00
PATBY	PATRICE	150002912700530000000000	3,354.00
PATEL	JENNIE	136022002704100000000000	2,052.00
PERALTARAMOS	ELIZABETH	202182912707050000000002	2,755.00
PEREZ	JOHANNA	150002912700010000000000	3,354.00
PERRONE NELSON	DANELLE	11000219270690	2,635.00
PETRELLA	DAVID	150002912700510000000000	2,755.00
PICKETT	LAUREN	150002912700070000000000	3,274.00
PINKETT	JADEN	150002912700150000000000	3,473.00
PINTO	ALESSANDRO	150002912700200000000000	1,044.00
PIZARRO	RAFAELA	202182912707050000000002	1,830.00
PLEASANT	ROBERT	150002912700040000000000	974.00
POLANCO	OMAR	150002912700510000000000	2,755.00
POLHILL	NAEEMAH	150002912700040000000000	2,994.00
POST	JENNIFER	150002912703010000000000	3,354.00
PREVOSTI	HELENE K	150002912703130000000000	698.00
PRICE	DALTON	11000266270690	1,830.00
PROPERSI	CARLA	202382912706530001030001	2,755.00
PUNJABI	POOJA	150002912700050000000000	2,219.00
PYDA	MARTIN	150002912703160000000000	1,044.00
RAHMAN	SHAYLA	11000217270690	3,753.00
RAMOS	RUBEN	150002912703160000000000	2,755.00
REDER	MICHELE	11000216270690	

			945.00
REED	ALEXANDRA	150002912700510000000000	2,755.00
REGAL	MAI	150002912700600000000000	3,354.00
REILLY	KENNETH	136022002704100000000000	1,830.00
RESTO	JOSHUE E	150002912700300000000000	3,553.00
RIBEIRO DE OLIVEIRA	SONIA R	150002912703070000000000	2,755.00
RIOS	AMELIA	150002912703070000000000	2,755.00
RIVERSTAYLOR	LAUREN	11000216270690	2,755.00
ROBINSON	BEVERLY	150002912700030000000000	3,753.00
ROBINSON	AYESHA	150002912700510000000000	3,753.00
ROBINSON	ORLANDO	11000266270690	3,274.00
ROJAS	LUIS	11000230270690	2,635.00
ROMAN	WILLIAM	150002912700510000000000	1,830.00
ROONEY	JACQUELINE J	150002912703130000000000	2,755.00
ROSARIO	ERLIME	150002912700120000000000	1,044.00
ROSARIO	JEIMY	150002912700120000000000	1,044.00
RUDDY	DANA	150002912700200000000000	3,274.00
RUGEL	MARY ANN	150002912700010000000000	2,163.00
SALAZAR	PAOLA	202182912707050000000002	3,673.00
SALTI	DANA	150002912700090000000000	3,274.00
SAMBOY CARRASCO	YULIBIS	11000217270690	1,256.00
SANABRIA	SUSAN	150002912700510000000000	2,163.00
SANAY ROQUE	ISABEL	150002912700410000000000	3,793.00
SANCHEZ	MARIA	150002912703070000000000	3,553.00
SANDUCCI JR	RICHARD A	150002912700410000000000	2,635.00
SARNO	CHRISTINE	150002912700280000000000	2,755.00
SAYAD	LOUIS	150002912700530000000000	2,755.00
SCAFE	JESSICA	11000251270690	3,274.00
SCOTT	CHARMAINE	11000221270690	3,354.00
SEMBLER	MICHELLE	150002912700050000000000	3,274.00
SENDON	JOSE M	150002912700050000000000	2,635.00
SERRANO	MICHELLE	150002912700050000000000	1,830.00
SEVERINO	LOUIS	150002912703010000000000	749.00
SHEIKH	WALLA	150002912703070000000000	3,354.00
SHIKHMAN	SAULIUS	150002912700080000000000	2,755.00
SIMMERMON	CHRISTOPHER	150002912700510000000000	769.00
SISTI	VALENTINO	150002912700330000000000	3,354.00
SLOAN	TAMMY	150002912700210000000000	2,755.00
SOSA	MIGUEL	150002912703160000000000	2,635.00

SOTO	YELITZA	202182912707050000000002	3,553.00
STATUTO	BONNIE	150002912700750000000000	2,755.00
STOJAKOVIC	TAWNYA	150002912700600000000000	3,354.00
TAHBAZ	ALEX	11000219270690	2,635.00
TAPIA	BIENVENIDA	11000217270690	2,576.00
THOMAS	KAHLIL	150002912700020000000000	3,354.00
THOMAS	GARRETT	150002912700120000000000	3,274.00
THOMAS	LADINA	202182912707050000000002	2,163.00
THOMAS	JOSEPH	150002912700510000000000	1,101.00
TORRES	AMANDA	150002912700270000000000	2,219.00
TRAYLORSMITH	BETHANY	150002912703070000000000	3,553.00
TRONCI	VEVA	150002912700150000000000	931.00
TSIMPEDES	JOANNA	11000221270690	1,830.00
ULTIMO	SALVATOR J	136022002704100000000000	931.00
URIBE TOLENTINO	GENNILLY	150002912703070000000000	3,553.00
VAHALLA	BRIAN	150002912700080000000000	2,163.00
VANCHERI	CINDY	150002912700100000000000	2,755.00
VANDER PYL	ROBERT	11000261270690	2,994.00
VARGAS	DAHIANA	202182912707050000000002	3,793.00
VEIGA	VINCENT J	150002912700340000000000	2,755.00
VENTURA	JORGE	150002912700050000000000	2,635.00
VILCHEZ	VICTOR	11000219270690	2,755.00
VIZCAINO	KATHRYN	150002912700240000000000	2,755.00
WAGNER	TANIA	150002912700240000000000	2,755.00
WAKER	VICTORIA	150002912700130000000000	3,274.00
WALKER	CJ	150002912700770000000000	2,755.00
WALSH	EMILY	150002912700300000000000	2,755.00
WALTER	JENNIFER	150002912700550000000000	3,354.00
WASHINGTON	ELISA	150002912700750000000000	3,793.00
WATSON	DERRICK	202182912707050000000002	3,673.00
WATSON	JEREMEY	150002912700020000000000	1,044.00
WATT	MARION	150002912700200000000000	3,354.00
WELYCZKO	CHRISTOPHER	150002912700770000000000	2,755.00
WEST	LAURA	150002912700750000000000	3,274.00
WILDER	CARA	150002912700270000000000	3,274.00
WILLIAMS	TRACYANN	11000262270690	2,635.00
WILLIAMS	TANYA	150002912700280000000000	2,163.00
WILLIAMS	JADA	11000217270690	1,284.00

WILLIAMS	TAMERRA	150002912700050000000000	1,044.00
WILLIAMS CLARKE	VANESSA	150002912700750000000000	3,354.00
WILSON	CARLA	150002912700530000000000	3,274.00
WIMBERLY	BENJIE	11800330270690	1,830.00
WOODS DRAKE	CHRISTOPHER	150002912700530000000000	3,114.00
WRIGHT	THOMAS	150002912700510000000000	466.00
WROCENSKI	ANNA	150002912700340000000000	3,354.00
WUNSCH	DAVID	150002912700550000000000	3,154.00
YACIOUB	MARYANN	150002912703130000000000	3,154.00
YATES	LEIGHTON	150002912700090000000000	2,755.00
ZAMAN	MOHAMMED	204872912706530001655001	3,793.00
ZAYDEL	BORIS	11000230270690	1,830.00
ZEIDAN	NAZRA	150002912703130000000000	3,354.00
ZUMARAN	ARMIDA	150002912703090000000000	2,635.00
		TOTAL	911,222.00

R. MISCELLANEOUS

	Last Name	First Name	School/Location	Title	Salary	Reason
R1.	Chavez	Susette	Human Resources	Director of Staffing and Support Services	\$112,000 + \$700 longevity = \$112,700 total	salary correction

R2. Action requested to extend the assignment of **Dr. Atondra Friday** as Interim Principal at P-Tech from 11/16/2023 – 11/30/2023 to cover Dr. Charla Holder who is on LOA through 11/30/2023.

R3. Action requested to extend the assignment of **Jarius Thompson** as Interim Vice Principal at John F. Kennedy HS from 11/16/2023-11/30/2023 to cover Dr. Atondra Friday.

R4. The New Jersey Department of Education regulations require the assignment of a mentor to all Alternate and Traditional Route Teachers. Payroll deductions should start for the attached novice teachers to fulfill payment due at the end of the mentoring process. The spreadsheet reflects the amount of deductions each provisional teacher needs. These fees are taxable. The fee will be deducted in equal installments starting as soon as possible through June 30, 2024. Please see attached listing.

First Name	Last Name	Cert	Full Amt. Needed	Acct #
Bela	Costa	6-8	\$1,000.00	11.130.100.101.690.110
Caroline	Gomez	k-6	\$1,000.00	11.130.100.101.690.110
Alhassan	Iddrisu	6-8	\$1,000.00	11.130.100.101.690.110
Gabrielle	Lauria	p-3	\$1,000.00	11.120.100.101.690.110
Kevin	Meyer	K-6	\$1,000.00	11.130.100.101.690.110
Talib	Orotiewa	k-6	\$550.00	11.130.100.101.690.110
Ashley	Perez Galan	9-12	\$1,000.00	11.140.100.101.690.110
Gkhanique	Rosa	p-3	\$550.00	11.120.100.101.690.110
Mahboubbeh	Sabbaghi	k-12	\$1,000.00	11.140.100.101.690.110
Juliana	Schlichting	k-12	\$1,000.00	11.140.100.101.690.110
Suzette	Serrano	k-12	\$1,000.00	11.140.100.101.690.110
Erin	Torretta	6-8	\$1,000.00	11.130.100.101.690.110
Guillermo	Zumaran Alayo	p-3	\$1,000.00	11.120.100.101.690.110

R. MISCELLANEOUS (CONT.)

R5. Action is requested to compensate the attached staff for providing mentoring services to provisional teachers.

First	Last Name	Mentor to be Paid	Amount to be Paid	Acct#
Sevgi	Akarcemes	Yudelis Nunez	\$1,000.00	11.130.100.101.690.110
Hamdeh	Basel	Antonio Gomez	\$1,000.00	11.140.100.101.690.110
Phyllis	Karapatis	William Anderson	\$1,000.00	11.130.100.101.690.110
Abeer	Qunise	Carla Propersi	\$1,000.00	11.130.100.101.690.110

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

X1. PACE Program Director

Y. Grievance Settlements

Resolution No. P-33

WHEREAS, A written application for approval must state the purpose of the research, the specific ways in which pupils will be involved, the estimated duration of the project, the persons who will conduct the research project and their relevant affiliations, and any possible benefits to pupils or to the school district.

WHEREAS, Approval will be granted only to those projects that will serve the interests of pupils and the educational program; approval will not be granted to projects that will impede or significantly disrupt the instructional program approved by the Board;

WHEREAS, the sponsoring graduate school and/or organization along with graduate candidate complies with requirements of the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA) and will ensure these requirements are followed in the conduct of this research in accordance with the Institutional Review Board (IRB); and

NOW, THEREFORE, BE IT RESOLVED, The Paterson Board of Education approves the research studies request through Columbia University Teachers College Arora Prerna: Promoting Positive School Climate Among Newcomer Immigrant Adolescents during the 2023-2024 school year.

Resolution No. P-34

WHEREAS, A written application for approval must state the purpose of the research, the specific ways in which pupils will be involved, the estimated duration of the project, the persons who will conduct the research project and their relevant affiliations, and any possible benefits to pupils or to the school district.

WHEREAS, Approval will be granted only to those projects that will serve the interests of pupils and the educational program; approval will not be granted to projects that will impede or significantly disrupt the instructional program approved by the Board;

WHEREAS, the sponsoring graduate school and/or organization along with graduate candidate complies with requirements of the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA) and will ensure these requirements are followed in the conduct of this research in accordance with the Institutional Review Board (IRB); and

NOW, THEREFORE, BE IT RESOLVED, The Paterson Board of Education approves the research studies request through Seton Hall University Marium Carpen: Teacher Self-efficacy and the Work Environment during the 2023-2024 school year.

Resolution No. G-35

WHEREAS, In accordance with the American Rescue Plan Elementary and Secondary School Emergency Relief Fund (ARPESSER III), Local Educational Agencies (LEAS) accepting ARP-ESSER funding are required to update the Safe Return Plan for the continued safe return to in-person instruction and continuity of services for all schools; as well as, the requisite to post the updated plans on LEA websites as required by ARP

Act section 2001 (i)(1). A; and

WHEREAS, this plan serves as local guidelines for all instructional and non-instructional school activities throughout the entire ARP-ESSER project period and must be updated every six (6) months through September 20, 2024 or whenever there are significant changes to CDC recommendations for K-12 schools.

WHEREAS, in response to this order the Paterson School District is submitting the updated American Rescue Plan; and

NOW THEREFORE, BE IT RESOLVED, that the Board hereby approves the district's submission of the American Rescue Plan (ARP) Safe Return Plan.

Resolution No. I&P-36

WHEREAS, the New Jersey Dual Enrollment Study Commission released its report calling on the State to expand access to dual enrollment programs that allow high school students to earn college credit while still in high school. It was recommended that NJDOE develop and invest in an innovative dual enrollment pilot, which would simultaneously inform future dual enrollment policies while immediately expanding dual enrollment opportunities across the State.

WHEREAS, the goal of the Innovation Dual Enrollment Pilot Grant is to prioritize expanding dual enrollment opportunities for students who have been disproportionately represented in dual enrollment classes. This opportunity prioritizes districts with economically disadvantaged students and multilingual learners.

WHEREAS, the initiative will provide targeted funding to the Paterson Public School district in order to expand existing dual enrollment opportunities. The single-year grant program begins on December 1, 2023, and ends on December 31, 2024, and the project optimizes funding for Paterson Public Schools in the amount not to exceed \$150,000

NOW THEREFORE, BE IT RESOLVED, the Paterson Board of Education approves that the district applies for the single-year Innovation Dual Enrollment Pilot Grant program and accepts if awarded.

Resolution No. I&P-37

WHEREAS, The NJDOE supports local education agencies (LEAs) efforts as they respond to students' increased academic needs and the necessity to accelerate learning by proposing a state-supported tutoring initiative. This has become a priority strategy as high-impact tutoring is an effective, research-based method LEAS can use to optimize learning acceleration.

WHEREAS, the initiative provides targeted funding to districts for high-dosage, intensive tutoring. This project optimizes funding for Paterson Public Schools in the amount not to exceed \$768,000 to provide targeted tutoring through identified vendors or organizations in addition to schools and districts that meet established, research-based criteria.

WHEREAS, the goal of this grant opportunity is to prioritize high-impact tutoring interventions for students who have been disproportionately affected by the pandemic. This opportunity prioritizes districts with elementary schools and their students in grades

three (3) and four (4) but will allow LEAS awarded the grant to serve additional students as needed.

NOW THEREFORE, BE IT RESOLVED, the Paterson Board of Education approves that the district accepts the Jersey Learning Acceleration Program: High-Impact Tutoring grant program for the amount not to exceed \$768,000 which begins in the fall of 2023 and closes on August 31, 2024.

Resolution No. I&P-38

WHEREAS, The Five Year Strategic Plan of the Paterson Public Schools Goal 1 Area#1: Teaching and learning, Objective 1: Create high quality opportunities for educators to deliver research based strategies that will ignite motivation and promote lifelong learning; and

WHEREAS, the district is eligible for additional Chapter 192 Nonpublic Funding in the amount of \$9,888.00 to provide English as a Second Language services to Paterson students attending non-public schools in the City of Paterson; and

WHEREAS, there is no matching fund requirement for this grant; and

WHEREAS, the district will comply with the terms and conditions of the grant, will target grant funds for the academic advancement and achievement of the students, and will expend the funds in the most effective and efficient manner; and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Additional Funding grant in the amount of \$9,888.00 to provide E.S.L. Educational services for Paterson students attending non-public schools located in the City of Paterson for the grant period of October 30, 2023, through June 30, 2024.

Resolution No. I&P-39

WHEREAS, the Paterson Public School District recognizes the need for obtaining the most competitive and responsive proposal for goods and/or services; and

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A- 4.5, using the request for proposal (RFP) document was solicited for Supplemental ESL Resources, RFP-442-24, for the 2023-2024 school year. Seventeen (17) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which four (4) vendor(s) responded and proposal is on file in the Purchasing Department; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on July 27, 2023. Sealed proposal was opened and read aloud on August 16, 2023, at 11:00 am in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, this award is in line with the 5 Year Strategic Plan 2019-2024, Goal Area #1: Teaching & Learning; and

WHEREAS, based on the recommendation of the Evaluation Committee Members and the attached bid summary, it is recommended that this contract be awarded for Supplemental ESL Resources, RFP-442-24, to Vista Higher Learning, located at 500

Boylston Street, Suite #620, Boston, MA 02116, based on 18A:18A-4.5; and;

NOW THEREFORE, BE IT RESOLVED that the Superintendent of Schools supports the above-mentioned recommendation that Vista Higher Learning be awarded a contract for Supplemental ESL Resources, RFP-442- 24, for the 2023-2024, 2024-2025, 2025-2026 school year(s), at a cost not to exceed \$135,170.00.

Resolution No. I&P-40

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education has aligned its programs to meet this priority;

WHEREAS, the District is required to identify, evaluate, and address the unique educational needs of each student with a disability;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related services by private providers who are appropriately licensed and credentialed according to State statutes and rules;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following contracts with private providers of 1:1 nursing services, effective November 6, 2023 through June 30, 2024, at an annual cost not to exceed the amounts listed:

Nursing Services Provider Name	Cost Per Day	ESY Days	RSY Days	Total Days	Total Cost
LOVING CARE AGENCY d/b/a AVEANNA HEALTHCARE	\$525	-	140	140	\$73,500.00
Total Cost Not to Exceed:					\$73,500.00

Resolution No. O-41

WHEREAS, the Paterson Public School District recognizes the need for complying with the New Jersey purchasing laws for obtaining the most competitive and responsive bid for goods and/or services; and

WHEREAS, the Department of Academic Services determined that the District has a need for professional development and provided the specifications for the formal public competitive contracting process; and

WHEREAS, nineteen (19) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), which ten (10) responded to the district's solicitation; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on July 28, 2023. Sealed bids were opened and read aloud on August 16, 2023, at 11:00 AM. in the Conference Room, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department resulting in the attached bid summary; and

WHEREAS, the evaluation committee recommends that Inspired Instruction is deemed the most responsive vendor with the highest technical criteria score and be awarded a

contract; and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the awarding of the contract for Teacher Professional Development - RFP-427-24, to Inspired Instruction not to exceed \$500,000.00 (\$200,000.00 Title I and \$300,000.00 Title I SIA) annually.

Resolution No. G-42 was pulled.

Resolution No. F-43

Introduction: the Comprehensive Maintenance Plan, (CMP) supports the Paterson-A Promising Tomorrow the Five-Year Strategic Plan 2019-2024, Goal Area# 2 Facilities and fulfills our mandatory reporting to the New Jersey Department of Education; and

Whereas, Goal Area # 2 states, "To enhance and maximize learning opportunities provided by first-class facilities and technological improvements that prepare students for 21st century learning. The Department of Education N.J.A.C. 6A:26- 12.1 requires New Jersey Districts to submit a three-year maintenance plan documenting "required" maintenance activities for each year of the public facilities; and

Whereas, the required maintenance activities as listed in the attached CMP document for various school facilities of the Paterson Public Schools are consistent with these requirements; and

Whereas, all the past and planned activities are deemed appropriate to keep school facilities open and safe for use or in their original conditions, and to keep their systems warranties valid; and

Whereas, the total cost for the comprehensive maintenance plan for the 2024-2025 school year shall at a minimum be equal to the value of the gross building area multiplied by the current Area Cost Allowance per Square Foot (SF) \$143.00, which equals the building replacement value. The building replacement value is multiplied by 0.2% which is the minimum annual target expenditure and now; and

Therefore, Be It Resolved, that the Paterson Public School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan for the Paterson Public School District in compliance with the Department of Education requirements to the County Superintendent's Office.

It was moved by Comm. M. Martinez, seconded by Comm. D. Martinez that Resolution Nos. 2-43 be adopted (1 and 42 Pulled). On roll call all members voted in the affirmative. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Valerie Freeman

- Self
- Family

Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)
- Community Charter School of Paterson

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

Committee Reports

Facilities

Comm. Redmon: Comm. M. Martinez gave us the update at the last meeting.

Family & Community Engagement

Comm. D. Martinez: We're scheduled to meet next month.

Technology

Comm. Simmons: We had some regular updates about some of the software that does student monitoring. When students use any of the Google products, namely email and things like that, Gaggle monitors language. Let's say the word 'suicide' or something like that is mentioned in the email, it picks that up. It sends that alert to an administrator and it's evaluated as to whether or not there needs to be intervention with the student. That evaluation takes place because a student could be doing research on suicide.

That's why that evaluation takes place. I know we talked with Ms. Saleh about the educational channel on the Optimum network. I was able to speak with Mr. Ming who used to work for the city. I know there have been discussions or folks are beginning to look into whether or not we can update our meetings. Someone is controlling the programming. When I looked at it the day before yesterday, the former superintendent was talking about the opening of schools. Prior to that, I saw some programming with former Commissioner Irving leading a meeting. That means someone is controlling the programming somewhere. Mr. Ming believes that we have a transmitter someone in 90 Delaware. We were able to give Mr. Saleh those breadcrumbs. I'm sure if there's a transmitter somewhere, he will be able to find it. We are not sure who's actually controlling the programming. I know he's looking into that and once he gets to the bottom of it we will be able to determine whether or not we can update the programming on that channel. It used to be that it was recorded and then something sent over to the city.

Comm. Hodges: It was to the city.

Comm. Simmons: Mr. Saleh is looking into that. Once we get to the bottom of that, we will be able to determine whether we can move forward with making sure that programming is updated. I think that was the gist of our meeting.

Comm. Hodges: Mike Taylor might be an informational source. I just don't know his hours.

Comm. Simmons: I believe we gave that information to Mr. Saleh. Comm. McCall was trying to find out some information as well.

Comm. McCall: I'm still waiting for them to get back to me.

ADJOURNMENT

It was moved by Comm. M. Martinez, seconded by Comm. McCall that the meeting be adjourned. On roll call all members voted in the affirmative. The motion carried.

The meeting was adjourned at 7:36 p.m.



Mr. Richard Matthews
Business Administrator/Board Secretary